

The background features a large, abstract geometric shape composed of various shades of green triangles and polygons, extending from the top-left and bottom-left corners towards the center of the page.

QCommission

Pay People Properly

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.

Staffing firms typically provide recruiting services, permanent placements and contract placements. Sales revenues are typically, placement fees, retainers and hourly billing for service hours. Sales staff may include recruiters, account executives and managers. Placed consultants may also get paid incentives for performance.

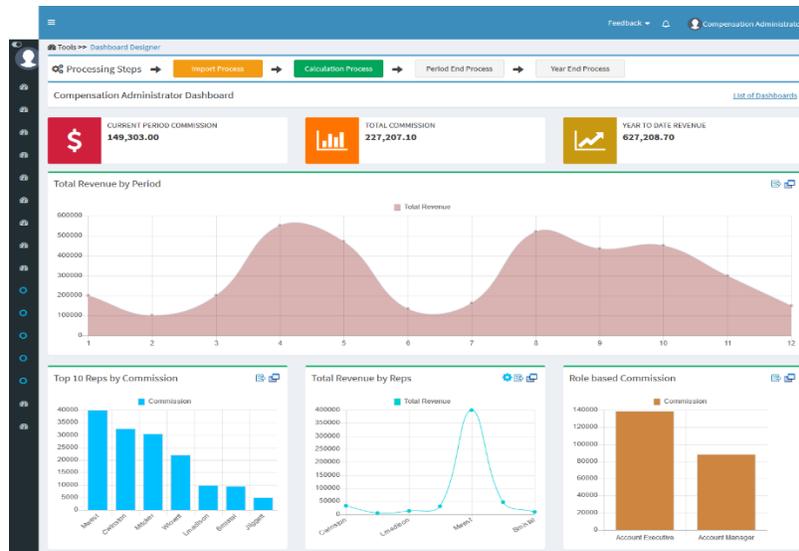
Typical commission plans for these payees may include,

- credit sales by customer, territory or by project
- pay different rates for different services
- pay on profitability of services billed
- split commissions between multiple participants

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 Customer, Type of Service such as Permanent Placement or Contract.
- Calculate based on Placement Fee, Billing Revenue, Billing Hours, Gross Profit, etc.
- Pay commissions as an hourly rate for Billed Hours
- Deduct Pay rate, labor costs and other expenses before paying commissions.
- Pay flat amount per Placement.
- Pay different commission rates for Account Executives, Recruiters or Consultants.
- Pay incentives as a portion of results, flat amounts, tier rate with thresholds etc.
- Associate Customer and Customer Projects with specific salespeople and pay commissions.
- Calculate multiple incentives and bonuses for a payee per period.
- Calculate incentives as often as you want.
- Handle cancellations and adjustments.
- Handle negative payouts.
- Split Sales commissions between multiple payees.
- Pay overrides to sales managers.
- Rollup credits to multiple levels of the organization.
- Enter/modify sales transactions directly.
- Pay draws or guaranteed payouts.



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 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.

QCommission

Pay People Properly

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.

About MRG

Magee Resource Group was established in 1991 and has established itself as one of the top single-office search firms in the world through excellence in search within the information technology, general manufacturing, healthcare, banking, and construction arenas. More specifically, MRG is home to award winning recruiters dedicated exclusively to five niche areas: SAP R/3 software, automotive manufacturing, healthcare construction, banking, and acute care. While MRG's roots are firmly placed as a leader in permanent placement recruiting, MRG offers a wide array of end-to-end human capital solutions, which also includes outsourcing (contract resources), technical consulting, and a full suite of human resource services.

While some clients have secured MRG's services to solve specific human capital issues with executive search, compensation and retention analysis, SAP R/3 consulting, others have come to rely on MRG as their own human resource department. With the ability to lower cost-per-hire and increase retention, MRG has been able to save single individual clients millions of dollars in a single year along with providing fast delivery and the convenience of a single point-of-contact.

QCommission

Pay People Properly

Reporting



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 configured 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.

Zenith Staffing, Inc - Sales Commission Statement

Plan ID : Manager Plan
 Period : 1/1/2016 - 1/31/2016
 Position : Management
 Fiscal Year : 2016

Gross Payout Amt : 1,800.00
 Drawn/Adj Adjustment : 0.00
 Cap Adjustment : 0.00
 Other Adjustment : 0.00
 Adjustment To Payout : 0.00
 Recovery From Payout : 0.00
 Net Payout Amt : 1,800.00

Invoice ID	Date	Type	Customer	Product ID	Qty	Sales Amount	Cost	Gross Profit	Credit Amount	Comm Rate	Paid Amount
Incentive ID : Manager Override Goal Amt : 0 Cumulative Attainment : 90000.00											
A001-1	1/4/2016	Invoice	HealthSouth	Permanent Placement	1.00	10,000.00	0.00	10,000.00	10,000.00	2.00	200.00
A002-1	1/4/2016	Invoice	HealthSouth	Lucy Warden	150.00	15,000.00	3,000.00	12,000.00	15,000.00	2.00	300.00
A003-1	1/4/2016	Invoice	IBM	Wberg Consulting	150.00	15,000.00	9,000.00	6,000.00	15,000.00	2.00	300.00
A001-1	1/5/2016	Invoice	HealthSouth	Permanent Placement	1.00	5,000.00	0.00	5,000.00	5,000.00	2.00	100.00
A001-2	1/5/2016	Invoice	HealthSouth	Permanent Placement	1.00	15,000.00	0.00	15,000.00	15,000.00	2.00	300.00
A002-1	1/10/2016	Invoice	IBM	Lucy Warden	150.00	15,000.00	9,000.00	6,000.00	15,000.00	2.00	300.00
A003-1	1/30/2016	Invoice	IBM	Wberg Consulting	150.00	15,000.00	9,000.00	6,000.00	15,000.00	2.00	300.00
Total :						663.00	90,000.00	30,000.00	60,000.00	2.00	1,800.00

Zenith Staffing, Inc - Sales Commission Statement

Plan ID : Recruiter Basic Plan
 Period : 1/1/2016 - 1/31/2016
 Position : Recruiter
 Fiscal Year : 2016

Gross Payout Amt : 10,650.00
 Drawn/Adj Adjustment : -199.00
 Cap Adjustment : 0.00
 Minimum Pay Adjustment : 0.00
 Other Adjustment : 0.00
 Adjustment To Payout : 0.00
 Recovery From Payout : 0.00
 Net Payout Amt : 9,351.00

Invoice ID	Date	Type	Customer	Product ID	Qty	Sales Amount	Cost	Gross Profit	Credit Amount	Comm Rate	Paid Amount
Incentive ID : Contract Placements Commission Goal Amt : 0.00											
A002-1	1/4/2016	Invoice	HealthSouth	Lucy Warden	150.00	15,000.00	3,000.00	12,000.00	7,500.00	25.00	1,875.00
A003-1	1/4/2016	Invoice	IBM	Wberg Consulting	150.00	15,000.00	9,000.00	6,000.00	7,500.00	30.00	2,250.00
A002-1	1/10/2016	Invoice	HealthSouth	Lucy Warden	150.00	15,000.00	9,000.00	6,000.00	7,500.00	25.00	1,875.00
A003-1	1/30/2016	Invoice	IBM	Wberg Consulting	150.00	15,000.00	9,000.00	6,000.00	7,500.00	30.00	2,250.00
Total :						663.00	60,000.00	30,000.00	30,000.00	0.00	9,351.00
Incentive ID : Permanent Placements Commission Goal Amt : 0.00											
A001-1	1/4/2016	Invoice	HealthSouth	Permanent Placement	1.00	10,000.00	0.00	10,000.00	5,000.00	12.00	600.00
A001-1	1/5/2016	Invoice	HealthSouth	Permanent Placement	1.00	5,000.00	0.00	5,000.00	2,500.00	12.00	300.00
A001-2	1/5/2016	Invoice	HealthSouth	Permanent Placement	1.00	15,000.00	0.00	15,000.00	7,500.00	12.00	900.00
Total :						3.00	30,000.00	0.00	30,000.00	15,000.00	1,800.00

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Fiscal Year : 2016
Period : 1

Performance Category :

Payee ID	Payee Name	Goal Amt	Attrainment	Ranking	Job Category	Territory ID	Currency
Payee Job Category : Acct Mgr							
Mwest	Mark West	50,000	1	1	Acct Mgr	South-CA	
Andy Rep	Andy Rep	14,000	2	2	Acct Mgr	South-CA	
Payee Job Category : Consultant							
Wberg	Walher Berg	30,000	1	1	Consultant	South-CA	
Payee Job Category : Management							
Pete Cramden	Pete Cramden	90,000	1	1	Management	Staffology	
Payee Job Category : Recruiter							
Emistral	Baro Mistral	45,000	1	1	Recruiter	South-CA	
Payee Job Category : Referral Source							
Neo Tech Solutions	Neo Tech Solutions	90,000	1	1	Referral Source	South-CA	

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Page 1 of 2 | Go! | PDF | Export Details

Plan ID : Recruiter Basic Plan
 Period : 1/1/2016 - 1/31/2016
 Position : Recruiter
 Fiscal Year : 2016

Gross Payout Amt : 10,650.00
 Draw/Adv. Adjustment : -195.00
 Balance : 0.00

Cap Adjustment : 0.00
 Minimum Pay Adjustment : 0.00
 Other Adjustment : 0.00
 Adjustment To Payout : 0.00
 Recovery From Payout : 0.00
 Net Payout Amt : 9,851.00

Txn	Date	Type	Customer	Product ID	Qty	Sales Amount	Cost	Gross Profit	Credit Amount	Comm Rate	Paid Amount
Incentive ID : Contract Placements Commission											
A002-1	1/4/2016	Invoice	HealthSouth	Lucy Warden	150.00	15,000.00	3,000.00	12,000.00	7,500.00	25.00	1,875.00
A003-1	1/4/2016	Invoice	IBM	Wberg Consulting	150.00	15,000.00	9,000.00	6,000.00	7,500.00	30.00	2,250.00
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A003-1	1/30/2016	Invoice	IBM	Wberg Consulting	150.00	15,000.00	9,000.00	6,000.00	7,500.00	30.00	2,250.00
Total :					600.00	60,000.00	30,000.00	30,000.00	30,000.00		8,250.00
Incentive ID : Permanent Placements Commission											
A001-1	1/4/2016	Invoice	HealthSouth	Permanent Placement	1.00	10,000.00	0.00	10,000.00	5,000.00	12.00	600.00
AC01-1	1/5/2016	Invoice	HealthSouth	Permanent Placement	1.00	5,000.00	0.00	5,000.00	2,500.00	12.00	300.00
AC01-2	1/5/2016	Invoice	HealthSouth	Permanent Placement	1.00	15,000.00	6.00	15,000.00	7,500.00	12.00	900.00
Total :					3.00	30,000.00	6.00	30,000.00	15,000.00		1,800.00

Zenith Staffing, Inc - Sales Commission Statement

Zenith Staffing, Inc Payee Ranking by Attrainment