

# QCommission

Pay People Properly

## Staffing

[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.

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.

## Case Study

### QCommission Streamlines Top Management Recruiting Office

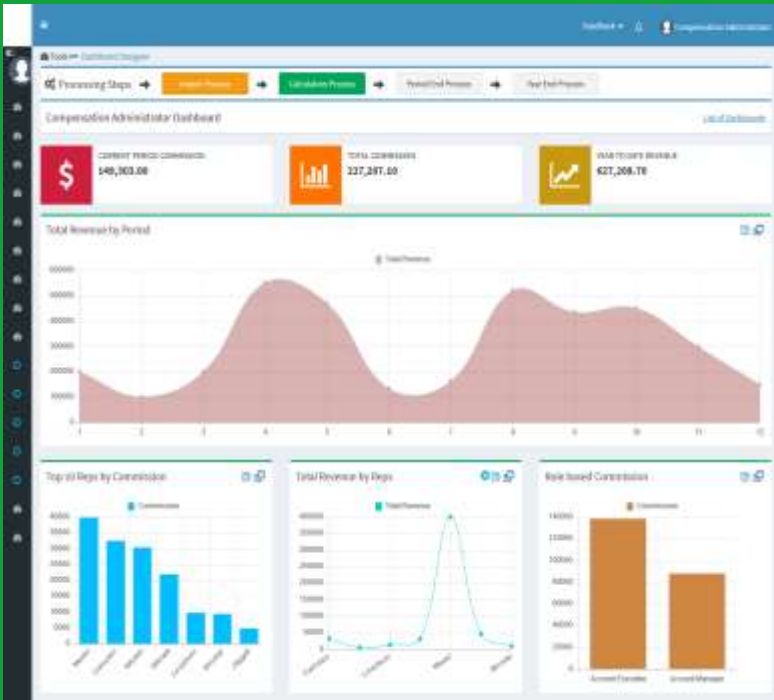
Magee Resource Group (MRG) is an award recruiting/placement firm ranking among the top offices in the Management Recruiting International (MRI) family. Located in Shreveport, Louisiana, MRG continues to set records each year in billings and “cash in” with professional recruiters working with client companies 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.

### 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.



## 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.

## 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.





Payee ID : Bmsital  
 Payee Name : Barb Mistral  
 Territory ID : South-CA  
 Currency :  
 Plan ID : Executive Basic Plan  
 Period : 1/1/2016 - 1/31/2016  
 Position : Recruiter  
 Fiscal Year : 2016  
 Gross Payout Amt : 10,000.00  
 Draw/Adv 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 : 9,801.00

Txn	Date	Type	Customer	Product ID	Qty	Sales Amount	Cost	Gross Profit	Credit Amount	Comm. Rate	Paid Amount
<b>Incentive ID : Contact Placements Commission</b>											
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	IBNL	Wesg Consulting	150.00	15,000.00	9,000.00	6,000.00	7,500.00	30.00	2,250.00
AC02 - 1	1-10-2016	Invoice	IBNL	Lucy Warden	150.00	15,000.00	9,000.00	6,000.00	7,500.00	25.00	1,875.00
AC03 - 1	1-30-2016	Invoice	IBNL	Wesg Consulting	150.00	15,000.00	9,000.00	6,000.00	7,500.00	30.00	2,250.00
<b>Total :</b>					600.00	60,000.00	30,000.00	30,000.00	30,000.00		8,250.00
<b>Incentive ID : Permanent Placements Commission</b>											
A001 - 1	1-4-2016	Invoice	HealthSouth	Permanent Placement	1.00	10,000.00	0.00	10,000.00	5,000.00	12.50	600.00
AC01 - 1	1-2-2016	Invoice	HealthSouth	Permanent Placement	1.00	5,000.00	0.00	5,000.00	2,500.00	12.00	300.00
AC01 - 2	1-2-2016	Invoice	HealthSouth	Permanent Placement	1.00	15,000.00	0.00	15,000.00	7,500.00	12.00	900.00
<b>Total :</b>					3.00	30,000.00	0.00	30,000.00	15,000.00		1,800.00

Zenith Staffing, Inc  
Payee Ranking by Attainment



Performance Category :  
 Fiscal Year : 2016  
 Period : 1

Payee ID	Payee Name	Goal Amt	Attainment	Ranking	Job Category	Territory ID	Currency
<b>Payee Job Category : Acct Mgr</b>							
MWest	Mark West	50,000	1	1	Acct Mgr	South-CA	
Andy Rep	Andy Rep	14,000	2	2	Acct Mgr	South-CA	
<b>Payee Job Category : Consultant</b>							
WBeerg	Walter Berg	30,000	1	1	Consultant	South-CA	
<b>Payee Job Category : Management</b>							
Pete Cramden	Pete Cramden	90,000	1	1	Management	Staffology	
<b>Payee Job Category : Recruiter</b>							
Bmsital	Barb Mistral	45,000	1	1	Recruiter	South-CA	
<b>Payee Job Category : Referral Source</b>							
Neo Tech Solutions	Neo Tech Solutions	90,000	1	1	Referral Source	South-CA	