SALES COMPENSATION PLANNING



PLAN-TO-PERFORM BLUEPRINT A WEB-BASED PROCESS FOR MANAG-ING SALES COMPENSATION

A COGNOS INNOVATION CENTER ENTERPRISE PLANNING APPLICATION BRIEF

COGNOS INNOVATION CENTER for Performance Management™

EXECUTIVE SUMMARY

This application brief demonstrates a Webbased planning process for managing sales compensation forecasts using Cognos Planning. Creating an accurate, reliable compensation projection through the Sales Compensation Planning process is critical for motivating the sales organization to meet or exceed revenue targets. This Blueprint enables organizations to manage compensation targets and commission payouts, archive historical data and previous projections for reference and analysis, and link sales compensation plans with headcount projections and integrated financials. This Blueprint provides compensation plans based on revenue information linked from the Sales Planning and Forecasting Blueprint.



OVERVIEW

The Sales Compensation Blueprint enables an organization to motivate the sales force by communicating the calculation of commission and bonus payouts, monthly base salary amounts, and any other sales incentive programs, and compares this information against annual target payouts. The Blueprint also enables the organization to provide monthly draw amounts as new sales team members build revenue pipelines. The Blueprint requires minimal user input, since calculations are based upon information linked from the Sales Planning and Forecasting Blueprint. Finally, the Blueprint provides a Sandbox tab for individuals to modify revenue projections and examine the impact on commission compensation. The Sales Compensation Planning Blueprint supports an effective, intuitive and integrated sales compensation planning process and resolves the challenges of coordinating compensation plans with sales projections.

BLUEPRINT OBJECTIVES

The Sales Compensation Planning Blueprint achieves a number of planning objectives:

- Demonstrates automated planning by generating sales compensation projections based on revenue forecasts from the *Sales Planning and Forecasting Blueprint*.
- Provides historical and plan data for variance reporting.
- Produces immediate compensation information by sales representative and by region.
- Provides compensation breakout information including base salary, commissions, bonuses and other sales incentive programs.
- Validates compensation plans against individual targets.
- Provides a "sandbox" area for *what-if* analysis by sales person.
- Passes sales compensation projections to the Headcount and Compensation Planning Blueprint.

KEY COGNOS PLANNING BENEFITS:

- Flexible and powerful model development using Cognos Analyst to support any business planning model or customized *Sales Compensation Planning Blueprint*.
- Web-based deployment of models for process workflow, data collection, and consolidation.
 - Real-time workflow.
 - Real-time consolidation.
 - Real-time calculations in the browser for immediate results.
 - Industry-leading *what-if* features for the most accurate plans, budgets, and forecasts.
- Scalable architecture with proven deployments to thousands of users.
- Easily linked financial and operational plans to ensure collaboration across the corporation.
- Ensured plan accuracy using form-based planning with selection boxes to drive application logic and calculations.

REPRESENTATIVE WORKFLOW

The *Sales Compensation Planning Blueprint* is designed to be used by sales organizations, including sales representatives closest to the revenue projections, as well as sales management. Individuals in the human resources organizations would use the *Blueprint* for review and alignment purposes.

The following sections of this document describe the basic workflows in which a sales representative might participate during the sales compensation planning process.

INDIVIDUAL INFORMATION

The first tab in the *Sales Compensation Planning Blueprint*, *Individual Information*, contains information about individual sales representatives. The base information—position, department, and sales plan—is read-only. This tab requires input only for those sales representatives experiencing a position change, a department change, or requiring a start month if a new hire. If a change results in a change to the sales representative's sales plan, that new plan will be linked into this tab. If no selections are made in the tab, the *Blueprint* calculations in the remaining tabs are assumed to start in January and are based upon the position, department, and sales plan shown here.

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REVENUE EXCEPTIONS

The *Revenue Exceptions* tab is used to link Revenue forecast information from the *Sales Planning and Forecasting Blueprint*. Revenue values can be adjusted before being used to calculate sales commission. For instance, a sales opportunity involving two sales representatives results in split commission. The revenue information is linked from the *Sales Planning and Forecasting Blueprint* by running a System Link in Cognos Planning (allows one application to pass information to another application). The updated revenue information is also compared against annual targets.

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Clanufative Revenue	24,835	183.386	290,881	290,881	# 19,129	561,487	757,246	757.264
Annual Revolue Target	550,000	\$50,000	550,000	550,000	000,000	\$50.000	558.000	550,000
Percent of Annual Target Achieved	15.423	33.34%	52.89%	52 89%	76.21%	102.09%	137.68%	137.681
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Clanulative Revenue		\$4,835	183,386	290,881	290,861	369.129	511:487	707,266	707
visual Revenue Targat		550,000	580.000	550.000	550,000	552,000	550 008	550,000	600
Percent of Annual Target Achieved		15.421	33.34%	52.69%	52.891	67,113	93:00%	128.69%	128
Annoine Ping		Adus	Ad. M	Actual		Forecast	firecast.	Forecast	
1									-

COMMISSION CALCULATION

The tab called *Commission Calc* is used to calculate the commission payout amounts for each sales representative, based on revenue projections from the *Revenue Exceptions* tab.

The commission calculation is based on a tiered system, in which achievement of certain targets leads to higher commission percentages. Note that in this commission calculation module, there are three tiers. The first tier applies to all revenues up to 50 percent of the sales representative's annual target. The second tier applies to revenues between 50 percent and 100 percent of the annual target. Finally, the third tier applies to the revenues greater than 100 percent of the annual target. The commission percentage information is linked from the *Commission Components Matrix* tab.

In this example, the sales representative reaches the Tier 2 payout level in March, and reaches the Tier 3 payout level in June.

Y SCHPPH ASS S Y	1.5.81	1 DOWLAND		0.97	1.000	1.00	102.00	1.1	1.000	
		. PO	Fill	Mar	GI	Alt .	May		97	A
NDIVIDUAL INFORMATION	1		1 0 10	TRATA		1000	1000	2000		
Poston	-	Soles Trainer	Soles Trance	Soles Tranee		Toiss Transe.	Soles Teseven	Soles Traces		
Decement	_	Southwest Sales		Studiorest Sales		Studiorent Sales	Southwest Sales	Endhrest Sales		4
fates Par		Sales Plan 2	Sales Plan 2	Sees Part 2		Sales Plan 2	Sales Parc 2	Estex Plan 2		
REVENUE AND TARGET INFORMATION										
(kort.e	- 2	MARK	19551	1107,496	290.881	CELENT.	140.55	開き	466,385	
Revenue Aduitmenta			0	1000 0000	0	(50.000)			(90.000)	
Flavoruse for Commune Calc		84,835	90,551	107,496	290,681	78.247	142,358	195,779	416,385	
Conditive Revenue		B1.835	183,380	290.001	290.881	363,125	511.687	307,266	707.296	
Annual Planature Target		550,000	550.000	150.000	150.000	550,920	190.000	550,000	550,000	
Percent of Annual Target Achieved		15.42%	33.34%	52 約4	52 891	67.115	901.00%	128.53%	126.58%	
Guatoty Revenue Target		100.000	100.000	190,000	100.000	300,000	100.000	100.000	100.000	
GTD Revenue Percent of Quotesty Target Adserved		\$4,835	183,386	290,881	290.881	78,247	220,606	416,385	416,385	
		84,83%	183,393	290.80%	290.883	78.29%	220.611	416.381	416.383	
COMMISSION CALCULATION		Set manys	States !!	and the second se	CORNEL		144	-	71	
Revenue for Commission Tier 1		84,835	90,551	91,614	275,000		0	0		
Revenue for Commission Tier 2				15.9811	15.001	128.247	142.358	38.513	309,119	
Revenue for Commission Tur 3	1.14		- H		0		0	157.266	157,256	
Connesion 1 Ter 1 Loto 501 of Annual Targe		1 E	51	些	57.	\$4	5%		5%	
Community 1 Ter 2 (501-1001) of Arrival Targe		Chiston + Commission	the second s	75	72	74	75		75	
Commission 1: Tier 3 (1001 - of Annuel Terpet)		the second s	the second s	305	102	101	10%	121	101,	
Commission Titer 1		4,242	4,929	4,501	13.750	0	0	0	0	
Communition Time 2				1,112	1.112	8.977	9,965	2,606	21.630	
Commission Tier 3		0	0		0	0	-0	15,727	15,727	
Salas Francisco hoartine Fund (SF F)		2	9		0	(600)	900	100.	(1,400)	
Commission		6,242	4,978	5.602	14,562	8,377	9,045	18,623	35,905	
Condition Commission	-	4.242	3,165	14,002	14.862	23,239	-32,304	50,827	-1NL 827	
Annual Caranasan Terpet		33,000	\$3,000	33,000	33,000	(35,000)	33,800	33,000	33,000	
Percent of Target Commission Achieved	1	12,85%	27.7%	45.045	45.04%	70.42%	07.89%	154.02%	154,62%	
Vesion Flag	_	Adue	Actia	6dull		Fatecast.	Famcad	Fascat		

SCHPPER 255 - SOUTH	and From all	-		27.01791.A.C	D72358-501-021	25012 1236 1 1 2 2 2	(1000)	99	-
	20	HO	Mar	G1	her.	Abov	200	07	
NDIVIDUAL INFORMATION							447		2
Poston	· Soles Traves	Seles Traver	Scies Tranee		Teles Transe :	Sales Transo	Sales Traver		
Decement	* Southwest Sales		Statherest Sales		Studiorest Sales	Southeast Dates	Englywest Sales		
Later Par	* Saler Pan 2	Laises Plan 2	Sales Plan 2		Saine Plan 2	Sales Part 2	Ester Plan 2		
REVENUE AND TARGET INFORMATION	4001004	Contraction of the second	1000000000		1.4464.544.00	Sector March	1.0000000000		
facent.e		315461	1107,496	290.881	106.847	I NO SEE	180.0761	496,385	
Revenue Adultmenta		E.		Û	(50-500)			(00.000)	
Payment for Communico Calo	84,835	90,551	107,496	290.881	78.247	142.358	195,779	415 385	
Condition Revenue	81,835	183,386	290.881	290.681	363,125	511.482	207,266	707,266	
Annual Paramue Tarias	* 550,000	555 000	150,000	150.000	550.000	- MID 000	550.000	550.000	
Percent of Annual Target Achieved	15 42%	23.34%	52 895	52 895	67,115	UC 00%	128.59%	128.58%	
Guataty Revenue Target	* 100.000	100.000	100,000	100.000	300.905	100.000	100.000	100.000	
GTD Revenue	\$4,835	183,386	290.881	290.881	78,247	220,606	416,385	416,385	
Percent of Quarterly Target Achieved	84 83%	183 391	250 885	290.88%	78,251	220.61%	416.381	416 383	
COMMISSION CALCULATION		and the second s				110011	-		
Revenue for Commission Tier 1	84,835	90,551	91,514	275,000	0	0	0		
Revenue for Commission Tier 2	0	0	15 1011	15.001	128 247	142 358	38.513	309,119	
Revenue for Commission Test 3	0	. 0	20 - Q	0	0	0	157.214	157,266	
Commission 1, Ter 1 Lip to 501 of Annual Tarpety	1 R	51		57.	5 Jan	52	A CONTRACTOR OF	57	
Convenience in Tier 2 (501-1001) of Americal Tangent	·	71	2	72	76	- 71.	71	72	
Commission 1: Tier 3 (10071+of Annuel Terper)	·	101	455	10%	1 101	10%	121-	103,	
Communium Terr 1	4.242	8.921	4.501	13,750	0	0	0	0	
Commutan Ter 2	0	0	1,112	1.112	8.977	9.965	2,606	21.630	
Commission Tier 3		0		0		0	15,727	15,727	
Salas Prenation boartow Fund (SP-F)	18	0		c 0	(EDD)	:900	100.	(1,400)	
Commission	6,242	4,928	5,697	14.542	8,177	9,045	18,623	35,905	
Combrine Commune	4.247	0.165	14,002	14.00	23,239	-32,304	50,827	301.627	
Jerminel Oliversteadon Teeger	• 33,000	33,000	333000	31,000	33,000	33,000	33,060	33.000	
Percent al Target Commission Achieved	12.85%	27.79%	45.04%	45.041	70.42%	07.89%	154.02%	154 62%	
Vestin Eeg	Adue	Addie	Aduat		Firmat.	Famcar	Fascat		

Current owned: Sanaharn

Individual information Revenue Exception: Commission Cale Commission Summary Concomer Saturation Bonus Cale Salay Summary Sandber

	200	Fill	Mar	G1	101	Max	- 200	07	- 1
NDIVIDUAL IMPORMATION				1776 ·		13/2/1-		101-1	
Poston	 Soles Travez 	Seles Traver	Soles Tranee		Toiss Transe .	Sales Testers	Sales Traver		
Decisionaria	* Southwest Sales	Southrest Ealer	Stational Sales		Southwest Sales	Southwest Salas	Englywest Sales		- 3
Sales Par	* Saler Plan 2	Lates Plan 2	Sales Plan 2		Sales Plan 2	Sales Part 2	Enter Plan 2		
REVENUE AND TARGET INFORMATION									
fourte		345561	107,496	290.881	: X2E.347	(1M2358)	180.075	466;385	
Revenue Adustrianta		10		Û	(50-500)			(00.000)	
Parameter for Communities Calo:	\$4,835	98,551	107,496	290.881	78.247	142,358	195,779	415 305	
Conditive Revenue	81.835	183,380	290.001	290.681	363,125	511.482	207,266	707,206	
Annual Paramue Tartest		\$50.000	150.000	\$50.000	550-550	- MID 000	550,0001	550,000	
Percent of Aerual Target Achieved	15 42%	23,34%	52 895	52 89%	67,115	93.00%	128.59%	128.58%	
Guartony Revenue Target	* 100.000	100.000	190,000	100.000	300.000	100.000	100.000	100,000	
GTD Revenue	\$4,835	183,386	296,881	290.881	78,247	220,606	416,385	416,385	
Percent of Quoterly Target Adserved	84,83%	183 335	290 885	290.551	78,25%	220.61%	416.381	416.38%	
OMMISSION CALCULATION									
Revenue for Commission Tier 1	84,835	90,551	31,614	275,000		0			
Flevenue for Commission Tier 2	0		15.901	15.001	128 247	142 356	38,513	309,119	
Revenue for Commission Tior 3	0	. 0	0.000	0	0	0	157,44	157,256	
Commission 1) Tier 1 sup to 501, of Annual Target	💌 😥	52	55	53.	81	53	1	57.	
Commission 1: Tier 2 (501-9001) of Annual Tangets	·	71	\overline{n}	72	76	- 71.	1	73	
Commission 1: Ter 3 (100/L+of Annuel Terger)	·	101	305	10%	1 101	10%	104	103,	
Commission Terr 1	4,242	8.975	4.501	13.750	0	0	0	0	
Commutan Ter 2	0	0	1.112	1.112	8.977	9.965	2,606	21.630	
Commission Tier 3		0	0	0		0	11,727	15,727	
Sales Prenation bowtow Fund (SPIP)	18	Ū.		0	(6DQ)	900	100	(1,400)	
Commission	6,342	4,928	5,002	14.542	8,177	9,045	18,623	35,905	
Condition Commune	4.247	.0.165	14,002	14.00	23,239	32,304	50,827	501.627	
Jonnial Commission Teager	 333000 	33.000	33,000	33,000	(33.000)	33,800	33,000	33.000	
Percent at Target Commission Achieved	12,85%	27.7%	45.04%	45.041	70.42%	07.89%	154.02%	154 62%	
Veston East	Adul	/dis	Aduat		Firmat.	Famout	Frenat		

Current overall Saraham

The only item available for adjustment in this tab is the *Sales Promotion Incentive Fund (SPIF)* associated with marketing and sales incentive programs. Note that on the *Version Flag* line, January through March are actual months, and April through December are forecast months. Therefore, the adjustments to the SPIF can only be made in the forecast months, and are the only cells with a white background, indicating that they are open for adjustment.

A Receive the Tax	-	20	Fill	Mar	G1	No.	May	80	07	-
NDIVIDUAL INFORMATION		-	100				177		100	1
Postor		Solen Traver	- Seles Traves -	Scies Truese		Toiss Transe :	Sales Topper	Sales Transet		
Decement		Southwest Sales	Southrest Ealer	Stational Later		Studiorest Sales	Southeast Salas	Endhwert Sales		- 3
Later Par		Sales Plan 2	Salars Plan 2	Sales Plan 2		Saine Plan 2	Sales Part 2	Ester Plan 2		
REVENUE AND TARGET INFORMATION		446210244					Second States			
form.e		84,235	ALM1	1107,456	2290.081	CREAKE.	1 NO SEE	18036	466:385	
Revenue Adultmenta			10		Û	(00.000)	3		(00.000)	
Payments for Community Call:		\$4,835	98,551	107,496	290.681	78.247	142,358	195,779	415 305	
Condition Revenue		84.835	183,380	290,001	290.681	363,125	511.487	707,266	707,266	
Amual Panamue Target		555,000	\$50,000	150,000	\$50,000	550,920	MU.900	550,000	550,000	
Percent of Annual Target Achieved		15.42%	23.34%	52 895	52 89%	67,115	93.00%	128.59%	128.58%	
Quartorly Revenue Target		100.000	100.000	190,000	100.000	300.005	100,000	100.000	100.000	
GTD Revenue		\$4,835	183,386	290,881	290.881	78,247	220,606	416,385	416,385	
Percent of Quorterly Target Achieved		84,83%	183 333	250 88%	290.851	78.25%	220.61%	416.381	416.383	
COMMISSION CALCULATION										
Revenue for Commission Tier 1		84,835	90,551	31,614	275,000	0	0	0		
Flevenue for Commission Tier 2		0.00	0	15.901	15.001	128 247	142 358	38,513	309,119	
Revenue for Commission Test 3		0	. 0	0	0	0	0	157.266	157,266	
Connesion 1) Ter 1 kents 501, et Annual Targety		84 -	154.1	54	57.	54	55		57,	
Community Ter 2 (501-1001) of Arrow Targety		- 70	75	73.	72	75	75	71	78	
Conversion 12 Tier 3 (100/L+of Annuel Terpet)		The second	101	301	102	101	10%	121-	103,	
Commission Titer 1		4,242	8,975	4,501	13.750	0	0	0	1	
Communition Time 2		0	p	1,112	1.112	8.977	9,965	2,606	21.630	
Commission Tier 3		0	0	0	0	0	0	15,727	15,727	
Salas Prenation Incentive Fund (SPIP)		(Q)	Q.		0		0	φ.	0	
Commission		6,242	4,928	5,602	14,552	s.(.)7	9,945	18,423	37,305	
Condition Committee		4,242	.0.165	14.002	14.002	21.839	31.604	\$2,221	52,727	
Acros el Caranae acon Terger		33,000	\$3,000	3330800	31,000	(33,000)	33,800	30,000	33,000	
Percent at Target Commission Achieved		12,85%	27.79%	45.04%	45.04%	72.24%	102.44%	158.25%	158.25%	
Venum Eleg		Adue	Actia	Actual		Firstail:	Familiant	Fascat		

Individual Information Revenue Exceptions	Commission Cald	Commonion Surviva	of Customer's	aniation	Bonus-Ealit Sal	ay Summary Say	2004	6	
SCHIPPER #55 💽 🍞 🕅	NT FOREAUT								
	40	Fill	Mar	G1	AN .	May	201	97	31
NDIVIDUAL INFORMATION									
Poston	Solore Tecrime	Soles Transe	Scies Tranee		Toiss Transe.	Soles Teseve	Soles Traces		
Depathers	 Southwest Sales 		Stational Sales		Southvest Sales	Southwest Sales	Enaltyrest Sales		- 5
lates Plan	* Salet Pan 2	Sales Plan 2	Sees Plan 2		Sales Plan 2	Sales Part 2	Edies Plan 2		
EVENUE AND TARGET INFORMATION									
lauet.e	. M2H	31551	107,496	290.881	:K2E_367	142,350	(単四)(466,385	í
Revenue Adultmenta		0		Û	(50-500)	1	0	(50.000)	1
Flavorage for Communice Calo	\$4,835	98,551	107,496	290.681	78,247	142,358	195,779	415,385	
Conditive Revenue	B4.835	183,380	290.001	290.681	363,125	511.487	707,266	707,266	1
Annual Plenenue Tarizet	* 555,000	\$50.000	150,000	\$50,000	555,959	MID 000	550,000	550,000	
Percent of Annual Target Achieved	15.42%	23.34%	52 891	52 89%	67,115	93.00%	128.59%	128.58%	
Quartorly Revenue Target	* 300.000	100.000	190,000	100.000	300.005	100.000	100.000	100,000	
GTD Revenue	\$4,835	183,386	296,881	290.881	78,247	220,606	416,385	416,385	i
Percent of Quotesty Target Adserved	84,83%	183 331	290 885	290.883	78,251	220.61%	416.381	416 383	
OMMISSION CALCULATION									
Revenue for Commission Tier 1	84,835	90,551	31,614	225,000		D	0		
Fievenue for Commission Tier 2	0,00	1	15.9811	15.001	128 247	142.358	38,513	309,119	
Revenue for Commission Tior 3	0	0	0.000	0	0	0	157.214	157,266	
Commesion 1, Ter 1 Lip to 501, of Annual Tarpetin	* £	.51	22	53	84	52	1000	57.	
Commission in Tier 2 (501)-1001; of Annual Tangel)	•	75	π	72	75	71.	71	72	
Commission 1: Tier 3 (10071+ of Annuel Tercer)	·	101	305	102	101	10%	101	103,	
Communium Teer 1	4,242	8,929	4.501	13,750	0	0	0		
Communition Terr 2		0	1.112	1.112	8.977	9.965	2,000	21.530	
Commission Tior 3		0	0	0		0	15,727	15,727	
Salas Francisco however Fund SP-FI	- 18	ŭ		01	T IX	0	D	0	
Commission	6,342	4,920	5,002	14.562	8.977	9,945	18,423	37,305	1
Combrine Commune	4.247	8,005	34,002	14.00	71.633	11.604	57.777	52.777	
tom al Commander Tester	 33,000 	33000	(33,000)	31 000	13.000	33.800	33,000	23.000	
Percent al Target Commission Achieved	12,85%	21.75	45.045	45.041	72.26%	102.44%	158.26%	155 263	
Vegen Fau	Acut	Activ	Actual		Frend	Frances	Farment		

Current owner: tarafiam

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Revenue for Commission Cali:
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Commissio 0 290,881 290,881 550,000 52,805 100,000 290,881 290,881 07,496 290,001 550,000 52,895 94,835 84,835 84,835 85,835 15,423 .0 0 142,358 511,487 500,000 931,00% 195,779 207,266 550,085 128,595 . 90,551 183,390 550,000 33,34% 100.000 54,835 54,835 100.000 183,386 183,386 100,000 296,881 299,801 100.000 78,247 78,25% 100.000 220.606 220.61% 100,000 416,385 416,30% 91,614 15,981 275,000 84,835 90,551 . 0 . 10 n 38.513 157,266 157,266 157,266 0 309 119 157 266 5% 7% 128 247 142 350 0 п 11.0 の新方記 -0 0 0 571 105 52 72 5.7 読み . 102 325 102 12,750 1,112 101, 1011 0 21.630 15,727 4,242 4.5811 8,979 . . 0 0 0 8.977 9,965 2,606 0 0 0 0 0 0 0 100 1077 N 100 17,405 52,327 18,423 4,242 4,242 4,928 5,692 14.80 9.945 33.994 Annual Overseon Terpel Percent of Target Conscission Achieved Versen Esg 31,000 11.000 33,000 31,000 \$3,000 330800 33.800 35,060 U.W. 45.04% 45.04% 102.74% 158.57% Farmat Actual Famouri Acres Farment

Current owner: Tarafuen

The *Commission Summary* tab is linked from the *Commission Calc* tab and provides a high level view of anticipated commission payouts, as well as a comparison to the previous forecast, plan, and prior-year actuals.

Individual Information Revenue Exception	commission Ca	Commission S	ummary Custone	r Satislaction Bonus	: Calc Salary Summary Sandbox	
SCHIPPER. JESS						
	Current Forecast	Previous Forecast	Current Year Plan	Prior Year Actuals		
COMMISSION SUMMARY						
Commission Tier 1	13,750	13,750	13,750	13,750		
Commission Tier 2	22.750	19.250	19.250	19.250		
Commission Tier 3	104,164	101,891	101,891	101,891		
Sales Promotion Incentive Fund (SPIF)	100	0	0	0		
Commission	140,764	134,891	134,891	134,891		
Annual Commission Target	33,000	33,000	33,000	33,000		
Percent of Target Commission Achieved	426.56%	408.76%	408.76%	408.76%		

The *Customer Satisfaction* tab provides customer information to the sales representative and is used to calculate the bonus. Information about the number of customers and the average customer satisfaction ratings are fed from sales forecasting and customer management tools. This tab provides information about the number of customers that the sales representative is responsible for managing, the number of customers lost to competitors, and the number of new customers added that month. The closing customer balance is then fed to the next month to provide a starting point.

🖢 😏SCHIPPER, JESS 💌	Current	Forecast		*										
	Jen	Feb	Nor	Q1	Acr	May	Jan	Q2	Ju	Ag	Seg	03	Oct	Nov
CUSTOMER SATISFACTION														
Exting Customers	10	10	1.1	28	5	- 1	9	27	3	192	- 1	27	1	8
Customers Lost to Competition	. 0	- 12 I	0	2	0	- t	0	10	0	2	0	2	0	0
Percent of Customers Lost	0.00%	20.00%	0.00%	6.675	0.00%	11,115	0.00%	3,70%	0.00%	20.00%	0.00%	6.67%	0.00%	0.00%
New Custamora Added	0	C	1	1	0	1	0.		1	۵.	0		Ď	1
Total Customers	10			27		. 9		27	10			26		
Average Customer Satefaction Rating	4.0	4.5	40	4.2	- 4A	40	45	43	6,0	45	45	4.3	45	4.5
Version Flag	Actual	Actual	Actual		Forecast	Forecent	Forecast		Forecast	Forecast	Forecast		Firecast	Forecest

The Percent of Customers Lost and the *Average Customer Satisfaction Rating* are linked into the *Bonus Calc* tab. The *Bonus Calc* tab is used to determine whether the sales representative is eligible for the monthly bonus. In this model, the percentage of lost customers must be less than 5 percent, and the *Average Customer Satisfaction Rating* must be 4 or greater.

🖢 🍤 SCHIPPER, JESS 🕑	Current Forecast								
	Jari	Feb	Mar	Q1	Abr	May	Jun	Q2	. Jul 14
NDIVIDUAL INFORMATION									
Paston	Sales Trance	Sales Trainer	Soles Trainee :		Sales Tierree	Soley Traneo	Soles Trainer		Soles Trance
Department.	Southwest Sales	Southwest Sales	Southwest Sales		Southwest Sales	Southwest Sales	Soutimest Sales		Southwest Sales
Sales Plan	Solet Plan 2	Sales Part 2	Sales Flan 2		Sales Plan 7	Sales-Flain 7	Sales Fleri 2		Sales Flan 2
SONUS CALCULATION									
Percent of Clataners Last	0.00%	20.00%	0.00%	6.67%	0.005	3111%	0.00%	3 70%	0.00%
Average Customer Statisfaction Rating	4.0	45	45	4.2	4.4	4.0	45	4.3	40
Bonus Achievement?	Y	N	Y		Y	N	Ŷ		Y
Monthly Bonus Amount 45*	1,000	1,000	1.000	3,000	1,000	1,000	1,000	3,000	1,000
Bonue	matte for the month	is house. His Earney	d of Continues Lost	wa set her bee	a that File and the	Average Customer S	atistiction Rating m	at he gree	ter them or equal to
Cumulative Bonus	1,000	1,000	2,000	2,000	3,000	3,000	4,000	9,000	9,000
Version Reg	Actual	Actual	Actual		Foreitant	Forecest	Forecest		Forecast

The *Monthly Bonus Amount* is linked from the *Salary Components Matrix* tab, and is paid only when the conditions listed above are met.

SCHIPPER, JESS	Current Forecast	*							
	Jeri	Feb	Mar	01	ALT	May	Jun	Q2	3.4
INDIVIDUAL INFORMATION						Southern and			
Postion	Sales Trance	Sales Tranez	Soles Trainee :		Seles Trevier	Sales Traneo	Soles Trainer		Soles Travier
Depedment	Southwest Seles	Southwest Sales	Southwest Soler		Southwest Select	Southwest Sales	Southwest Sales		Southwest Sales
Soles Plan	Sales Plan 2	Sales Plan 2	Solet Plan 2		Sales Plan 2	Sales Plan 2	Sales Plan 2		Sales Ran 2
BONUS CALCULATION									
Percent of Castonera Lant	0.00%	20.00%	0.000	6.67%	0.005	31115	0.005	3 70%	0.00%
Average Customer Seleraction Hating	40	45	40	4.2	-4.4	40	45	4.3	40
Bonus Achievement?	Y	N	Y		۷	N	۷		Y
Morthly Bonut Amount	1,000	(1,000)	1,000	3,000	1,000	1,000	1,000	3,000	1,000
Barnat	1,000	0	1,000	2,000	1,000	0	1,000	2,000	1,000
Cumulative Bonus	1.000	1,000	2,000	2,000	3,000	3,000	4,000	4.000	5.000
Vention Fag	Actual	Actual	Actual		Forecast	Forecest	Forecast		Forecast

The *Salary Summary* tab provides information about all the components of sales compensation for each sales representative. *Monthly Base Salary* is linked from the *Salary Components Matrix* tab. *Commission* is linked from the *Commission Calc* tab. *Bonus* is linked from the *Bonus Calc* tab.

The *Salary Summary* tab also allows a draw to be provided to sales representatives. In this *Blueprint*, the sales representative is eligible for a draw if his/her position type is Sales Trainee. The draw is available for six months. There are two types of draw: *Recoverable Draw* and *Minimum Guarantee Draw*. *Recoverable Draw* must be paid back to the company, while the *Minimum Guarantee Draw* does not. Any commissions earned in the months when the employee is eligible for the draw offset the *Minimum Guarantee Draw* first, then offset the *Recoverable Draw*.

Bowa Calo Salary Summary Sendo	08 5akt	Flan Matrix	Saay	Companiania	Mater	Commission	n Condenari	a Matrix	Ass.mptic	in:Folfiead(1062			€ E
🖌 🍢 SCHIIPER, JESS 🛛 🛃	[Current F	precart	10 B	•	0						122			
	Jai	Feb	Mar	01	Apr .	Mey	An	02	34	A.g	56	03	Oct	Nov
SALES COMPENSATION										Sau				
Monthly Base Salary	2,500	2,665	2.500	7,500	2.500	2.500	-2.500	7,500	2,508	2,500	2,558	7,500	2,500	- 3
Commission	0	1,000	2,000	3,000	3.000	4.000	5,000	12,000	€000	7.000	2,000	21,000	9,000	1
Recoverable Draw	1,250	1,250	500	3,000	(500)	(1,500)	(1,000)	(3.000)	0	0	0	0	0	
Mexican Guarantee Draw	1,250	250	0	1,500	0	Ð	0	0	0	0	0	0	0	
Bria	1.000		1,000	2,000	1.000		1,000	2,000	1,000		1,000	2,000	1.000	
Total Sales Compensation	6.000	5.000	6.000	17.000	6.000	5.000	7,500	18.500	9.500	9,500	11,500	30.500	12.500	13
Cumulative Sales Compensation	6,000	11,000	17,000	17,000	23,000	28,000	35,500	35,500	45,000	54,500	66,000	66,000	78,500	92
DRAW CALCULATION														
Recoverable Draw Allowed	1,250	1,250	1,250	3,750	1,250	1,250	1,250	3,750	0	0	0	0	0	
Minimum Guarantee Draw Allowed	1,250	1,250	1,250	3,750	1,250	1,250	1,250	3,750		0		0		
Venion Fleg	Actual	Active	Activi		Forecast	Forecett	Forecast		Forment	Forecast	Forecast		Forecest	Fon

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SANDBOX

A *Sandbox* tab is provided for sales representatives to do *what-if* analyses based on modifications to revenue forecasts. These revenue modifications will recalculate the sales compensation projections in the *Sandbox* tab. All information is linked from previous tabs, and the sales representative is given three scenarios to perform *what-if* calculations. The results from these scenarios are not used anywhere else in the model.

	Sunnay Sandbox	Sales Plan Mains	Salary Compor	erits Matrix	Connisson Ca	nponer/s Matix			٩Đ
💓 Version I 📃 🍞 🚺	CHIPPER, JESS	1	10			5			
	. Jari	File	Mar	Q1	AV.	May	Size (02	M
NDIVIDUAL INFORMATION		CALIFORNIA DE							
Faston	Seitz Trance.	Salsa Tim Nee	Şalaş Transe		Seles Transe	Solde Transe	Seet Trance		
Department	Southwest Sales	Southwest Sales	Southwest Sales		Southwest Sales	Southwest Sales	Southwest Sales		
Seles Plan	Sales Flat 2	Soles Plan 2	Sales Flan 2		Sales Flan 2	Eales Flats 2	Sales Plan 2		
COMMISSION CALCULATION									
Revenue	84,835	98.551	107.496	290,881	128.347	342.350	155.775	406.305	
Adjustment	0	0		Q	9	0	4	0	
Adjusted Revenue	84,835	98,551	107,495	290,881	128,247	142,358	195,779	466,385	
Cumulative Revenue	84,835	183,386	290.881	290,881	419,129	561,487	757,266	757,265	
Arrual Revenue Target	550,000	560.000	550,000	550,000	\$60,000	550,000	550,000	550,000	
Percent of Annual Target Achieved	15.42%	33.34%	52.89%	101.65%	76.21%	102.09%	137.68%	315.98%	
Revenue for Commission Tier 1	84.835	98,551	91,614	275,000	0	0	0	0	
Revenue for Commission Tior 2	0	0	15,881	15.881	128,247	130,871	0	259,119	
Bayenus for Commission Tier 3	0	0	0	0	0	11,487	195,779	207,266	
Communicen 11 Tex 1 Lupito 50% of Armuel Terget)	5%	54	5%	5%	5%	51,	6%	5%	
Commission 1: Ter 21501-1001; of Annual Target	25			71	75			75	
Communian % Tier 3 (100%+ of Annual Target)	10%	101	10%	10%	105	10%	105	10%	
Commission Tier 1	4.242	4.928	4,581	4.581	0	0	0	0	
Commission Tier 2	0	Ð	1,112	1,112	8,977	9,161	0	18,138	
Connession Tier 3	0	0	0	0	0	1,149	19,578	20,727	
Sales Pronotion Incentive Fund (SPIR)	0	0		0	100		0	100	
Commission Earned - Forecast	4,242	4.928	5.692	14,862	9.077	10,310	19,578	38.965	
Cumulative Commission Earned	4,242	9,169	14,862	14,862	23,939	34,249	53,827	53.827	
Arrual Commission Teroet	33,000	33.000	33.000	33,000	33.000	23.000	13.000	33,000	
Percent of Tanget Commission Achieved	12.85%	27.79%	45.04%	45.04%	72.54%	103.78%	163.11%	163 113	
IONUS CALCULATION									
Existing Customers	30	30		28			3	27	
Cotomers Lost to Competition			ů –	- 2		A	6		
Percent of Customers Lod	200.0	20.00%	0.00%	6.67%	0.00%	11.11%	200.0	3.70%	
New Culturion Added	0	0	1	1	0	1	0	1	
Total Customers	10	100	9	27	9	9	9	27	
Average Customet Selataction Rating	40	45	4.0	4.2	44	-40	4.5	43	
Bonus Achievement?	¥.	N	Y		Y	N	Υ.		
Northly Bonus /enours	1,000	1.000	1.000	3,000	1.000	1.000	1,000	3,000	
				00.000	11.07.000		110.004		1
							Current owner: In	endian	-
							0.001 (Dis 0.001/00) 40		

A CONTRACT DE MARTINE EN LA CONSTRUCT.	Sunnay Sandbox	Ealer Plan Malris	Ealary Compar	ents Matra	Constitution Ca	nponents Matix			€₽
🖌 Version T 📰 🐮 🚺	CHIPPER, JESS		-10			5	17		
	1.000	Feb	Mar	Qt	AV.	Mag	2441	02	M
NDIVIDUAL INFORMATION			12410-2310-00						
Faston	Seira Trance.	Selsa Transo	Şake Transe		Seea Transe	5ska Transa	See Trance		
Department	Southwest Sales	Southwest Sales	Southwest Sales		Southwest Sales	Southwest Sales	Southwest Sales		
Seles Plan	Sales Plan 2	Soles Plan 2	Sales Plan 2		Sales Plan 2	Sales Plan 2	Sales Plan 2:		
OMMISSION CALCULATION									
levenue	84,835	98.551	107.496	290.88T	128.347	342.350	155.775	466,305	
dy atment	0			02		0		0	
Adjusted Revenue	84,835	98,551	107,495	290,881	128,247	142,358	195,779	466,385	
Cumulative Revenue	84,835	183,386	290,881	290,881	419,129	, 561,487	757,266	757,265	
Vrual Revenue Target	550,000	560.000	550,000	550,000	\$60,000	Hc 550,000	550,000	550,000	
Percent of Annual Target Achieved	15.42%	33.34%	52.89%	101.65%	76.21%	102.09%	137.68%	315.98%	
Revenue for Commission Tier 1	84.835	98,551	91,614	275,000	0	0	0	0	
Revenue for Commission Tier 2	0	0	15,881	15.881	128,247	130,871	0	259,119	
Revenue for Commission Tier 3	0	0	0	a	0	11,487	195,779	207,266	
Stemation % Test 1 Lip to 50% of Avrual Target	54	55	5%	5%	5%	51,	6%	5%	
commonion 1: Test 215(71-10(71; of Annuel Terget)	75	75	75	71	75		75	7%	
Smithan & Ter 111005+ if Annual Target1	302.	10%	10%	10%	10%	101.	105	10%	
Commission Tier 1	4,242	4,928	4,581	4,581	0	0	0	- 0	
Commission Tior 2	0	Ð	1,112	1,112	8,977	9,161	0	18,138	
Cunnission Tier 3	0	0	0	0	0	1,149	19.578	20,727	
are Pronoton Incentive Fund (SPIF)	0	0	6	a	100	0	0	100	
Communian Earned - Forecast	4.242	4,928	5.692	14,862	9.077	10,310	19,578	38,965	
Lundative Commission Farmed	4,242	9,169	14,862	14.862	23,939	34,249	53.827	53.827	
Arrual Contristion Tercet	33,000	33,000	33,000	33,000	33,000	13,000	13,000	33,000	
Percent of Target Commission Achieved	12.85%	27.79%	45.04%	45.04%	72.54%	103.78%	163.115	163 113	
ONUS CALCULATION	12.092.9	#.K.1747#	10.0.04	140.044		100,004	Page 4 Page	2009111010	
Sidno Cuthmen	30	10		20		14		27	
Informers Lost to Competition									
Percent of Customers Lod	0.00%	20.005	200.0	6.67%	0.00%	11.115	0.00%	3.70%	
lew Custumers Added						11.114			
Total Continuen	10		9	27	ŝ	9	9	27	
were customer Selafaction flating	41	45	40	42	44	40	45	43	
Horus Achievement?		N	¥.	1111		N	Ŷ		
Northly Bonus Amount	1,000	1.000	1.000	3,000	1.000	1,000	1.000	3,000	
and the second second	- Charles	1.000	Lana.	Strantil	1.000	Colored .	1,000	10,000	
							100.00		1

Customer Satisfaction	Borke Cala	Salay Summary	Sandbox	Sale: Plan Mains	Salary Companents Matra	Contrission Components Matix
Venion 1	*	SCHIPPER.	JE55			

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- 14	1.4	16 J -	1.4
- 19		1825	104
- 63	1.2	10.0	63

	200	Feb	Mar	Q1	AV	May	200	02	M.
INDIVIDUAL INFORMATION									
Faston	Seira Trance	5elsa Transos	Şake Trance		Selea Transe	5968 Transe	Sales Trance		
Department	Southwest Sales	Southwest Sales	Southwest Sales		Southwest Sales	Southwest Sales	Southwest Sales		1.5
Seles Plan	Sales Flat 2	Soles Plan 2	Sales Flat 2		Sales Flan 2	Sales Plan 2	Sales Plan 2:		
COMMISSION CALCULATION									
Revenue	84,835	96.551	107.496	290.881	128,347	342.350	155.779	466,385	
Adjustment	4			a	25.000	0		25,000	
Adjusted Revenue	84,835	98,551	107,495	290,881	153,247		195,779	491,385	
Cumulative Revenue	84,835	183,386	290,881	290,881	444,129	586,487	782,266	782,266	
Armuel Revenue Target	550,009	560.000	550,000	550,000	\$60.000	550,000	550,000	550,000	£1
Percent of Annual Target Achieved	15.42%	33.34%	52.89%	101.651	80.75%	105.63%	142.234	329.613	A
Revenue for Commission Tier 1	84.835	98,551	91,614	275,000	0	0	0	0	
Revenue for Commission Tior 2	0	0	15,881	15,881	153,247	105,871	0	259,119	
Revenue for Commission Tier 3	0	0	0	0	0	36,487	195,779	237,266	F 4
Communica 1, Ter 1 tup to 50% of Annual Target)	54	55	64	51	55	55,	6%	5%	
Commission 1: Terr 2 (5010-1001) of Annuel Terget	75	. 74	.75	75	75				23
Community Tier 3 (1005+ of Annual Target)	30%	10%	10%	10%	105	10%	105	112%	6
Commission Tier 1	4.242	4.928	4,581	4.581	0	0	0	0	R.
Commission Tior 2	0	0	1,112	1,112	10,727	7,411	0	18,138	É II
Cunnission Tier 3	0	0	0	0	0	3,649	19,578	23,227	Ê.
Sales Pronotion Incentive Fund (SFIR)	0	0	đ.,	0	100			100	6
Commission Earned - Forecast	4,242	4.928	5.692	14,862	10.827	11,060	19.578	4.1.465	R.
Cumulative Commission Earned	4,242	9,169	14,862	14.867	25.689	36,749	56.327	56.327	E.
Arrual Commission Target	33,000	33.000	33.000	33,000	33,000	13.000	13.000	33,000	ē.
Percent of Target Commission Achieved	12.85%	27.79%	45.04%	45.04%	77.85%	111.363	170 69%	170 693	£ -
BONUS CALCULATION									
Existing Customers	30	30		20			3	- 20	ES - L
Conterners Lost to Competitions				2			· · · · · 8		Ê.
Percent of Customers Lod	0.00%	20.00%	0.00%	6.67%	0.00%	11.11%	0.00%	3.70%	6
New Customers Added	0	0	1	1	0	1	0	1	£ .
Total Customers	10	18	9	27	9	9	9	27	É
Average Customet Selataction Nating	.40	45	4.0	4.2	44	-40	45	43	13
Bonus Achievement?	Ť	N	¥.		¥.	N	¥.		
Northly Bonus Amours	1,000	1.000	1.000	3,000	1.000	1,000	1,000	3,000	1 .
C				1. A. (. A.					3
							Current parter la	exchange .	_

	Sunnay Sandbox	Sales Plan Mains	Salary Corpor	ents Matri	Connisson Car	nponents Matix			€Đ
💓 Version T 💦 🏷 🔁	CHIPPER JESS		10			5			
Vesier 1	341	Fate	Mar	Q1	Av	May	2441	02	M
Verson) 2									
Version 3	Seina Trance.	Selsa Transos	Salse Transe		Seles Trance	Solda Transie	Sales Trance		
Department	Southwest Sales	Southwest Sales	Southwest Sales		Southwest Sales	Southwest Sales	Southwest Sales		1.5
Seles Plan	Sales Plan 2	Soles Plan 2	Sales Plan 2		Sales Plan 2	Soles Flats 2	Sales Plan 2:		
OMMISSION CALCULATION									
Revenue	84,835	98.551	107.496	290.881	128.347	342.350	155.779	466,305	
Adjustment	1	175 C.P.		a	25,000	0		25,000	-
Adjusted Revenue	84,835	98,551	107,495	290,881	153,247	142,358	195,779	491,385	
Cumulative Revenue	84,835	183,386	290,881	290,881	444,129	586,487	782,266	782,265	
Arrual Revenue Target	550,000	560.000	550,000	550,000	\$60,000	550,000	550,000	550,000	
Percent of Annual Target Achieved	15.42%	33.34%	52.89%	101.65%	80.75%	106.63%	142.234	329.611	
Revenue for Commission Tier 1	84.835	98,551	91,614	275,000	0	0	0	0	
Revenue for Commission Tior 2	0	0	15,881	15,881	153,247	105,871	0	259,119	
Revenue for Commission Tier 3	0	0	0	a	0	36,487	195,779	232,266	
Communican 11. Tex 1 Lep to 50% of Annual Target)	51.	54	54	51.	5%	51,	6%	5%	
Commission % Terr 2150%-105% of Annual Target	75		75	. 75	.75		72	75	
Communion 12 Tier 3 (1005+ of Annual Target)	10%	101	10%	10%	125	10%	105	10%	
Commission Tier 1	4.242	4.928	4,581	4.581	0	0	0	0	
Commission Tior 2	0	Ð	1,112	1,112	10,727	7,411	0	18,138	
Connission Tier 3	0	0	0	0	0	3,649	19,578	23,227	
Sales Promotion Incentive Fund (SPIF)	0	0	0	0	100	0	0	100	
Commission Earned - Forecast	4.242	4.928	5.692	14,862	10.827	11,060	19.578	41,465	
Cumulative Commission Earned	4,242	9,169	14,852	14.862	25.689	36,749	56.327	56.327	
Arrual Conversion Terget	33,000	33.000	33.000	33,000	33.000	13.000	13.000	33,000	
Percent of Target Commission Achieved	12.85%	27.79%	45.04%	45,04%	77.85%	111.363	170 69%	170 69%	
IONUS CALCULATION									
Existing Customers	30	30		20	.2		3	27	
Caterners Lost to Competition	4			2				1	
Percent of Customers Lod	200.0	20.00%	0.00%	6.67%	0.00%	11.115	200.0	3.70%	
New Custumers Added	0	0	E	1	0	1	0	1	
Total Customers	10	1.1	9	27	9	9	9	27	
Average Customet Selataction Rating	40	45	4.0	4.2	44	40	45	43	
Bonus Achievement?	Υ.	N	Y		Y	N	¥		
Northly Bonus fergure	1,000	1.000	1.000	3,000	1.000	1.000	1.000	3,000	
		1.2110	1.00000	acreation of the	11.000550	11/0.1	11000	Children of	5
							Current parter la		_

ASSUMPTIONS

The *Sales Plan Matrix* tab provides information about the sales plan each sales representative participates in based upon the position and the department.

	Northeast Sales	Southeast Sales	Midwest Sales	Northwest Sales	Southwest Sales	UK Sales		
Sales Trainee	Sales Plan 1	Sales Plan 1	Sales Plan 1	Sales Plan 2	Sales Plan 2	Sales Plan 2		
Sales Representative	Sales Plan 1	Sales Plan 1	Sales Plan 1	Sales Plan 2	Sales Plan 2	Sales Plan 2		
Senior Sales Representative	Sales Plan 3	Sales Plan 3	Sales Plan 3	Sales Plan 4	Sales Plan 4	Sales Plan 4		
National Accounts Manager	Sales Plan 5	Sales Plan 5	Sales Plan 5	Sales Plan 5	Sales Plan 5	Sales Plan 5		

The *Salary Components Matrix* tab provides information such as base salary, bonus amount, and draw amounts based upon the sales plan and the position.

alc SalarySi	ummay Sand	box Sale: Pla	n Matrix Sala	ary Components	Matrix	Conr	vission Comp	onents Ma	tik				i d d
2					-								
Sales Plan 1	Sales Plan 2	Sales Plan 3	Sales Plan 4	Sales Plan 5									
30,000	30,000	36,000	36,000	36,000									
2,500	2,500	3,000	3,000	3,000									
1,000	1,000	1,000	1,000	1,000									
1.250	1.250	1.500	1.500	1.500									
1,250	1,250	1,500	1,500	1,500									
	Sales Plan 1 30.000 2.500 1.000 1.250	Sales Plan 1 Sales Plan 2 30.000 30.000 2.500 2.500 1.000 1.000 1.250 1.250	Sales Plan 1 Sales Plan 2 Sales Plan 3 30,000 30,000 36,000 2,500 2,500 3,000 1,000 1,000 1,000 1,250 1,250 1,500	Sales Plan 1 Sales Plan 2 Sales Plan 3 Sales Plan 4 30,000 30,000 36,000 36,000 36,000 2,500 2,500 3,000 3,000 3,000 1,000 1,000 1,000 1,000 1,000 1,250 1,250 1,500 1,500 1,500	Sales Plan 1 Sales Plan 2 Sales Plan 3 Sales Plan 4 Sales Plan 5 30,000 30,000 36,000 36,000 36,000 36,000 2,500 2,500 3,000 3,000 3,000 3,000 1,000 1,000 1,000 1,000 1,000 1,000 1,250 1,250 1,500 1,500 1,500 1,500	Sales Plan 1 Sales Plan 2 Sales Plan 3 Sales Plan 4 Sales Plan 5 30,000 30,000 36,000 36,000 36,000 36,000 2,500 3,000 3,000 3,000 3,000 3,000 1,000 1,000 1,000 1,000 1,000 1,000 1,250 1,250 1,500 1,500 1,500 1,500	Sales Plan 1 Sales Plan 2 Sales Plan 3 Sales Plan 4 Sales Plan 5 30,000 30,000 36,000 36,000 36,000 2,500 2,500 3,000 3,000 3,000 1,000 1,000 1,000 1,000 1,000 1,250 1,250 1,500 1,500 1,500	Sales Plan 1 Sales Plan 2 Sales Plan 3 Sales Plan 4 Sales Plan 5 30,000 30,000 36,000 36,000 36,000 2,500 2,500 3,000 3,000 3,000 1,000 1,000 1,000 1,000 1,000 1,250 1,250 1,500 1,500 1,500	Sales Plan 1 Sales Plan 2 Sales Plan 3 Sales Plan 4 Sales Plan 5 30,000 30,000 36,000 36,000 36,000 2,500 2,500 3,000 3,000 3,000 1,000 1,000 1,000 1,000 1,000 1,250 1,250 1,500 1,500 1,500	Sales Plan 1 Sales Plan 2 Sales Plan 3 Sales Plan 4 Sales Plan 5 30,000 30,000 36,000 36,000 36,000 2,500 2,500 3,000 3,000 3,000 1,000 1,000 1,000 1,000 1,000 1,250 1,250 1,500 1,500 1,500	Sales Plan 1 Sales Plan 2 Sales Plan 3 Sales Plan 4 Sales Plan 5 30,000 30,000 36,000 36,000 36,000 2,500 2,500 3,000 3,000 3,000 1,000 1,000 1,000 1,000 1,000 1,250 1,250 1,500 1,500 1,500	Sales Plan 1 Sales Plan 2 Sales Plan 3 Sales Plan 4 Sales Plan 5 30.000 30.000 36.000 36.000 36.000 2,500 2,500 3,000 3,000 3,000 1,000 1,000 1,000 1,000 1,000 1,250 1,250 1,500 1,500 1,500	Sales Plan 1 Sales Plan 2 Sales Plan 3 Sales Plan 4 Sales Plan 5 30,000 30,000 36,000 36,000 36,000 2,500 2,500 3,000 3,000 1,000 1,000 1,000 1,000 1,250 1,250 1,500 1,500

Customer Satisfaction Bon	us Calc Salary S	Summary Sand	box Sales Pla	n Maltix Sala	ary Componen	ts Matrix	Commission Cor	nponents Matrix	Į
Sales Trainee	•					_			
Sales Trainee	ales Plan 1	Sales Plan 2	Sales Plan 3	Sales Plan 4	Sales Plan 5				
Sales Representative									
Senior Sales Representative	r€ 30.000	30.000	36,000	36,000	36.000				
National Accounts Manager	2,500	2,500	3,000	3,000	3,000				
Monthly Bonus Amount	1.000	1.000	1.000	1.000	1.000				
Monthly Recoverable Draw	1,250	1,250	1,500	1,500	1,500				
Monthly Minimum Guarantee Draw	1,250	1,250	1,500	1,500	1,500				

Customer Satisfaction	Bonus Calc	Salary Summary	Sanctors	Sales Plan Matrix	Salary Components Matrix	Commission Components Matrix	
 Sales Representative	-						-

	Sales Plan 1	Sales Plan 2	Sales Plan 3	Sales Plan 4	Sales Plan 5
SALARY COMPONENTS					
Annual Base Salary	36,000	36,000	42,000	42,000	42,000
Monthly Base Salary	3,000	3,000	3,500	3,500	3,500
Monthly Bonus Amount	1,100	1,100	1,100	1,100	1,100
Monthly Recoverable Draw	0	0	0	0	0
Monthly Minimum Guarantee Draw	0	0	0	0	0

The *Commission Components Matrix* tab provides the revenue targets and the commission percentages by sales plan and by position.

Sales Trainee							
	Sales Plan 1	Sales Plan 2	Sales Plan 3	Sales Plan 4	Sales Plan 5		
REVENUE TARGETS							
Quarter 1 Revenue Target	100,000	100,000	100,000	100,000	100,000	0	
Quarter 2 Revenue Target	100.000	100.000	100.000	100.000	100.000	0	
Quarter 3 Revenue Target	150,000	150,000	150,000	150,000	150,000	0	
Quarter 4 Revenue Target	200,000	200,000	200,000	200,000	200,000	0	
Annual Revenue Target	550,000	550,000	550,000	550.000	550.000	0	
COMMISSION COMPONENTS							
Revenue Threshold 1	275.000	275.000	275.000	275.000	275.000	0	
Commission % Tier 1 (up to 50% of Annual Target)	5%	5%	5%	6%	73	5. C	
Commission % Tier 2 (50%-100% of Annual Target)	7%	75	7%	8%	90	5. C	
Commission % Tier 3 (100%+ of Annual Target)	10%	10%	10%	10%	103	24 C	
Annual Commission Target	33,000	33,000	33,000	38,500	44,000	0	

Salea Trainee	Sales Plan 1	Sales Plan 2	Sales Plan 3	Sales Plan 4	Sales Plan 5
Sales Representative					
Senior Sales Representative	100,000	100,000	100,000	100,000	100,000
National Accounts Manager	100,000	100,000	100,000	100,000	100,000
Quarter 3 Revenue Target	150,000	150,000	150.000	150,000	150,000
Quarter 4 Revenue Target	200,000	200,000	200,000	200,000	200,000
Annual Revenue Target	550,000	550,000	550,000	550,000	550,000
COMMISSION COMPONENTS					
Revenue Threshold 1	275,000	275,000	275,000	275,000	275,000
Commission % Tier 1 (up to 50% of Annual Target)	5%	5%	5%	6%	7%
Commission % Tier 2 (50%-100% of Annual Target)	7%	7%	7%	8%	9%
Commission % Tier 3 (100%+ of Annual Target)	10%	10%	10%	10%	10%
Annual Commission Target	33,000	33,000	33,000	38,500	44,000

		dbox Sales P					
Sales Representative							
5	Sales Plan 1	Sales Plan 2	Sales Plan 3	Sales Plan 4	Sales Plan 5		
REVENUE TARGETS						1	
Quarter 1 Revenue Target	125,000	125,000	125,000	125,000	125,000		
Quarter 2 Revenue Target	150,000	150,000	150,000	150,000	150,000		
Guarter 3 Revenue Target	200.000	200,000	200.000	200,000	200,000		
Quater 4 Revenue Target	275,000	275,000	275,000	275,000	275,000		
Annual Revenue Target	750,000	750,000	750,000	750,000	750,000		
COMMISSION COMPONENTS							
Revenue Threshold 1	375,000	375,000	375,000	375,000	375,000		
Commission % Tier 1 (up to 50% of Annual Target)	6%	6%	6%	7%	8%		
Commission % Tier 2 (50%-100% of Annual Target)	8%	8%	8%	84	9%		
Commission % Tiler 3 (100%+ of Annual Target)	11%	11%	11%	11%	11%		
Annual Commission Target	52,500	52,500	52,500	56,250	63,750		

ABOUT THE COGNOS INNOVATION CENTER FOR PERFORMANCE MANAGEMENT

The Cognos Innovation Center is dedicated to transforming routine performance management practices into "next practices" that help cut costs, minimize risk, streamline processes, boost productivity, enable rapid response to opportunity, and increase management visibility.

