



EthoTech Commission Plan

EthoTech Commission Plan can calculate, pay and track a variety of variable compensation types based on Sales Order Processing documents. ALL commission management tasks can be performed within the Microsoft Dynamics GP user interface.

Commissions refer to any of the types of compensation that **EthoTech Commission Plan** can calculate. Salespeople refer to any entity who receives compensation.

▶ **What Can EthoTech Commission Plan Calculate?**

- Sales Commissions
- Bonuses
- Employee Bonus Pools
- Royalties
- Rebates
- SPIFFS (special performance incentive funds)

▶ **Who Can EthoTech Commission Plan Pay?**

- Inside and Outside Salespeople/Account Executives
- Sales Managers
- Executive Management/Owners
- Employee Bonus Pools
- House Accounts
- Brokers
- Agents
- Distributors
- Customers (rebates)
- Designers or Inventors or Authors (royalties)



Commission Plan Features

► Determining Who Receives Compensation

- EthoTech Commission Plan can be used to pay many different types of people and companies. Here are some examples:
 1. Inside and Outside Salespeople/Account Executives
 2. Sales Managers
 3. Executive Management/Owners
 4. Employee Bonus Pools
 5. House Accounts
 6. Brokers
 7. Agents
 8. Distributors
 9. Customers (rebates)
 10. Designers or Inventors or Authors (royalties)
- Assign multiple salespeople to individual customer/ship to address/item combinations, groups of customers, sales territories, and inventory items.
- Split commissions between two or more salespeople.
- Pay commission to a single salesperson multiple times for a sales document (example: pay them once as the sales rep and once as the sales manager).

► Calculating & Adjusting Compensation

- Commissions are calculated using a flexible, multi-step calculation model based on Salesperson, Customer and Item.
- Commission Calculation Engine — Choose from three (3) configurations.
 1. Standard — commission calculations are performed at the sales document line item level and can be based on:
 - a) % of Sale
 - b) % of Margin
 - c) Flat Amount
 - d) Amount Per Selling Unit (uses the sales document line item quantity)
 - e) Amount Per Base Unit (converts the Selling Units into the quantity in the base unit of measure)

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Commission Plan Features (continued)

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2. Tiers — calculate commissions based on a Sliding Scale. The Sliding Scale only captures information from the current sales document line item to determine the commission rate to use in the calculation. To utilize Sliding Scales across multiple sales documents, Quotas must be implemented.

Available Tier Types:

- a) Commissionable Sale Amount
- b) Commission Recognition Date
- c) Margin Amount
- d) Margin Percent
- e) Price Level or Price Sheet ID
- f) Quantity in Base Unit of Measure
- g) Site ID
- h) Unit Price
- i) Unit Price from Commissionable Sale Amount
- j) Unit Price from Extended Sale Amount

3. Quotas — calculate commissions based on Sales Quotas: also referred to as Accelerators, Milestones, Thresholds, and Tiers Over Time. Summate commission sale and cost amounts for a time period, then calculate a commission amount based on a sliding scale of commissionable sale amounts or margin amounts.

- Commission Calculation Utility:

1. Recalculate commissions for existing sales documents, based on current setup options. Useful when setup mistakes are discovered, or to analyze potential changes to commission design.
2. Store historical commission records that were paid using a previous commission system.
3. Remove unpaid commission records.

- Reduce commissions using Markdowns, Trade Discounts, Terms Discounts, Write-offs, Payment Terms, Credit Card Types, and Invoice Aging.
- Create Commission Adjustments for scenarios such as bonuses, commission draws, chargebacks, or correcting commissions paid incorrectly in a previous period.
- Unlike Microsoft Dynamics GP commissions, EthoTech Commission Plan commissions for POSTED sales documents can be modified
- Commissionable sale and cost amounts may be calculated using the sales document line item price and cost OR the item's list price and standard cost.
- Enter a Multiplier % to automatically increase or decrease the commissionable sale and cost amounts.
- Commissions can be placed On Hold for individual sales documents or for all sales documents for a salesperson.
- Specify individual salespeople, customers, inventory items or sales documents as non-commissionable.

Commission Plan Features (continued)

▶ **Processing Compensation Payments**

- For each salesperson, select if commissions are released for payment when the associated sales document is posted or when it is fully relieved (i.e. paid).
- When commissions are paid to salespeople, commission transactions may be automatically created in the Microsoft Dynamics GP G/L, payables and U.S. payroll modules.
- Create commission accrual transactions for each salesperson to record the commission liability.
- Pay commissions and generate commission reports based on a Salesperson Class range.
- Use unique dates for each Dynamics GP transaction type (G/L, Payables, and Payroll) as the “document date” for each Dynamics GP transaction created during the commission process run.
- Prevent Dynamics GP transactions from being created during the commission process run, regardless of the Dynamics GP transaction type setup for each salesperson. Can be used to store historical commission records that were paid under a previous commission system.

▶ **Tracking Compensation Data (Reports, Inquiries and SmartLists)**

- E-MAIL individual commission statements to each salesperson.
- View summary or detail commission reports; all customizable using Microsoft Dynamics GP Report Writer.
- Using Commission Inquiry windows, view commission data, drill-back to see transaction data, and print salesperson commission statements.
- Want to know how a specific commission was calculated? Open the Commission Line Trace window to display all steps involved in calculating a commission line on a specific invoice.
- Utilize EthoTech’s pre-built SmartList Builder commission objects to view summary and detail commission data, and commission setup information.
- Use EthoTech’s SQL Views to simplify the creation of SRS & Crystal reports, and SmartList objects.

▶ **Integrations**

- The Commission Integration Engine: Supply summary or line item commission data to override normally calculated commissions. Use this integration when sales data is collected from an outside source, such as Microsoft Dynamics CRM.
- Import Commission Adjustments: Pull in commission data from sources outside of Microsoft Dynamics GP and import them directly into EthoTech Commission Plan. This means the Dynamics GP SOP module is not required to have commissions processed by Commission Plan.
- When sales documents are created via a Dexterity application, such as Microsoft Dynamics GP Sales Order Processing or Integration Manager, commissions are immediately created.
- When sales documents are created from an outside source, such as eConnect, SmartConnect, or SalesPad, commissions are created when the sales documents are saved, transferred, or posted.

▶ **Implementation & On-going Maintenance**

- Purchases of Commission Plan include Remote Implementation Services by the Commission Experts at EthoTech. Our Team will install the product, design your commission configuration, implement your commission requirements, and train your staff on the use and maintenance of our commission solution.
- Designed to allow users to easily maintain and modify commission designs and plans.