

INCENTIVE COMPENSATION MANAGEMENT

BUILT FOR NETSUITE

Being fully integrated with NetSuite, Obero SPM bridges the gap between financial management and sales performance management. Obero SPM Incentive Compensation Management (ICM) for NetSuite provides organizations with a flexible and easy-to-use solution to design, manage and optimize their incentive compensation programs.

Key benefits of implementing Obero SPM Incentive Compensation Management for NetSuite include:

- Increased sales effectiveness by aligning incentive compensation design with overall sales strategy.
- Decreased administrative and over-payment costs by automating the end to end process.
- Increased sales productivity by reducing unproductive “shadow accounting” time through enhanced transparency.



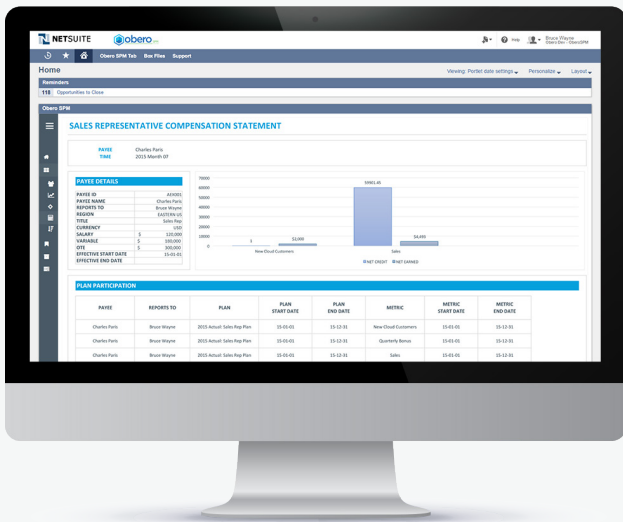
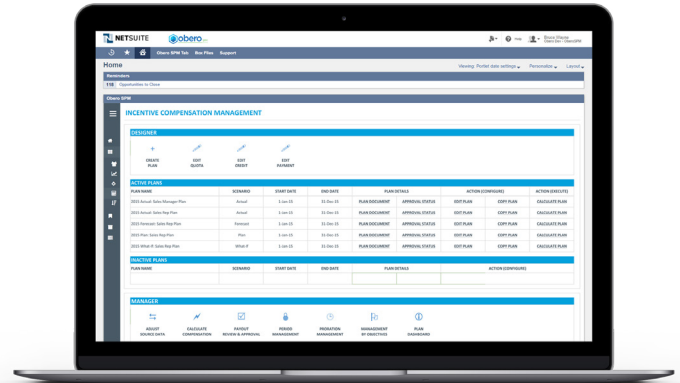
OBERO SPM OVERVIEW

Obero SPM for NetSuite helps organizations streamline their Sales Planning, Execution and Optimization processes by providing the required tools to effectively manage sales performance. Its comprehensive functionality, which includes Sales and Revenue Management, Territory and Quota Management, Workforce Management, Incentive Compensation Management and Profitability Management, provides organizations with a solution that supports the end to end sales performance life cycle; automating processes for the Offices of Sales, HR and Finance.

See Obero SPM in action
oberospm.com/demo

ICM ADMINISTRATION

- Design commission, bonus and MBO plans based on financial and non-financial metrics.
- Incorporate territory, payee and period-specific quotas and targets into plans.
- Implement advanced crediting rules, including revenue recognition and territory-based crediting, into plans.
- Apply complex earning, payment, hold, release, clawback and recovery rules to plans.
- Dynamically generate and distribute plan documents based on configured plan components.
- Manage inquiries and disputes in a collaborative and audited fashion.
- Govern plan administration with integrated workflow and process management.



ICM CALCULATIONS

- Automate, or execute on demand, calculations for individual plans or all plans.
- Base plan calculations on any NetSuite data element, including leads, opportunities, orders, bookings, invoices and collections.
- Include any number of currencies and foreign exchange types into plan calculations.
- Ensure all changes to plan components and hierarchies are time effective.
- Manage open and closed periods to automatically handle prior period adjustments.
- Override system-calculated values with management adjustments.
- Conduct what-if calculations based on NetSuite forecast and pipeline data.

ICM REPORTING

- Leverage a library of pre-built sales and incentive compensation-related forms, reports and dashboards, including compensation statements, qualified and unqualified transaction details and stack ranking reports.
- Create new forms, reports and dashboards in a drag-and-drop manner in Excel.
- Include transaction, calculated and summary level data into forms, reports and dashboards.
- Manage access to forms and reports, and the underlying data, based on integrated security management.
- Access forms, reports and dashboards over the web, via any browser, tablet or mobile device.
- Export reports to Excel and PDF or print reports directly from the web.
- Package groups of reports and distribute them via email automatically.



"Obero has significantly reduced the amount of time spent calculating commissions while increasing the accuracy of the output. We are very pleased with the product as well as with the support behind it."

Carol Morgan, Sales Operations Manager, Avtex



"Obero SPM helped us reduce monthly commission calculation from days to only 15 seconds."

Ajay Tellis, CFO, CAA