

integrated



minds



solutions



Incentive

- ▶ Automated tracking of commissions allows you easy access to your staff's incentive earnings and reduces or eliminates manual payout calculations
- ▶ A flexible range of incentive rate variables lets you easily generate the proper incentives for complicated sales situations
- ▶ Integration with the Membership service area allows incentive processing for coverage types and unique Membership sales (for example, Automatic Credit Card Renewal)
- ▶ Incentive quotas track sales and help reward employees for positive performance
- ▶ Powerful reporting options let you monitor and analyze commissioned earnings and club performance
- ▶ Flexible pay periods match your payroll calendar for easy incentive payouts
- ▶ Incentive rate reports offer a convenient overview of your current rate setup, allowing you to update your incentive rates quickly and easily
- ▶ Incentive overrides handle unique service area calculations (for example, Membership overrides are used for promotional, discounted or corporate rates)

The AXIS Incentive system provides an effective method for processing the commissioned earnings of your sales representatives. Incentive reports offer a powerful tool for reviewing employee commissions and an accurate and reliable source for incentive payouts.

Powerful Incentive Tracking

The Incentive system records and calculates commissions generated by your sales representatives on incentive-approved products. AXIS offers a range of options when defining incentives rates:

- Incentives can be generated as either a percentage of the sale amount or as a flat amount.
- Incentives can be calculated on a full sale amount or according to a prorated sale amount. For example, coverage purchased midyear might generate 50% of the regular commission rate.

Incentive provides a number of powerful features to increase flexibility when calculating and recording commissions. Incentive rates can be affected by the following configurable conditions:

- the effective date range of the incentive
- the sales group to which an employee belongs - part time employee may generate a different incentive rate than a full time employee
- the type of product sold - different product types can generate different incentive rates
- the status group of the sale - a product can have any number of different status groups to differentiate incentives

Incentive can also track quotas to help reward employees for positive sales performance.

Service Area Integration: Membership

Incentive is configured to process and report commissions for the Membership service area and provides the following Membership-specific features and functionality:

- date range options to calculate the proper incentives for suspended/delinquent accounts and to specify the number of years renewals generate commissions
- product groups to easily process incentives for different coverage types (Primary, Associate, Plus, Premier) and unique sales situations (for example, Automatic Credit Card Renewal and miscellaneous charges such as entrance fees)
- status groups to differentiate incentive rates within coverage types (for example, renewals on suspended coverages, new coverages transferred in from different clubs, annually renewed coverages, etc.)
- incentive overrides to effectively handle discounted, promotional and corporate rates
- a rate type override, useful for unique Membership-specific conditions (for example, to recalculate incentives on sales to employees)
- in instances where two or more overrides apply, a priority system calculates an appropriate “incentive rate” combination.

Comprehensive Reporting

Incentive offers a number of powerful reporting options. Incentive reports provide detailed and summary overviews of commissioned earnings for user-defined pay periods.

Sales Register Report

Use the Sales Register Report to review sales transactions, including generated incentives, for each product sold by employee for a specified pay period.

Payroll Register Report

Use the Payroll Register Report to review the commission amounts for each combination of pay type (percentage or flat dollar) and bill type (full or pro-rated) in each service area.

Incentive Rate Report

To effectively review and maintain your incentive rates, AXIS provides an Incentive Rate Report detailing your current configuration. For a quick rate review, a Preview option is available to calculate the incentive rate applied to a sample transaction. In addition, use the Preview option to review the incentive rate of a past transaction.

Pay Periods

To accurately reflect your payroll calendar, Incentive offers a choice of four different pay periods for incentive tracking (weekly, bi-weekly, semi-monthly or monthly) with a pay period start date chosen by the club.