SALES COMPENSATION PLAN DESIGN

Xactly helps people everywhere connect and unleash their human potential through seamless, perfectly aligned incentive compensation. We believe in the power of incentives to help companies, their employees, and their partners build stronger relationships and achieve more. Xactly takes incentive compensation from a dark art to a science, providing decisionmakers with the data insights they need to tap the motivational power of their incentive compensation.

Xactly's Sales Effectiveness Consulting works with you to ensure your plans support your current business goals, focusing your salesforce to achieve those goals, mitigating risk while motivating desired behavior, and delivering exceptional ROI for your sales compensation spend.

Why Xactly Sales Effectiveness Consulting?

- **Industry Expertise meets Xactly Benchmarking™:** Industry expertise coupled with our proprietary pay and performance dataset ensures you're receiving best practice insights along with comparative peer group data to drive plan design decisions

- **Fast Results:** Our workshop approach ensures that you're receiving the guidance you need within a timeframe that allows you make plan decisions quickly and ensure a successful outcome

- **Implementation Ready:** Xactly is the only design consulting practice that guarantees recommended plans will work well with Xactly's solutions

Why Xactly Sales Effectiveness Consulting?

Our workshop approach includes three phases:

Assessment:

- Interviews with key stakeholders to understand objectives for the Sales organization and compensation plans
- Interviews with sales reps and sales management to gather feedback of perception of current plan structures
- Gather documentation related to compensation plans
- Analyze pay and performance history to assess current plan health including pay levels, pay mix, goal accuracy, and alignment of compensation spend with performance results
- Compare your results to industry peer group data utilizing Xactly's Benchmarking™

Workshop:

▶ Provide overview of sales compensation design principles and best practices
▶ Review the assessment findings of your compensation plans and analysis
▶ Review market data and industry benchmarking comparisons
▶ Recommended plans and framework by sales role
▶ Collaborate with key stake holders to refine plans

Post-Workshop Support:

▶ Address any open design considerations
▶ Help facilitate stakeholder consensus refined plans
▶ Series of meetings to finalize plans

Additional Support

For clients where substantial change management needed (e.g., new Sales team, mergers/acquisitions, change in business strategy) Xactly Sales Effectiveness Consulting offers additional sales compensation design services such as:

▶ Incumbent modeling and scenario testing
▶ Communication and rollout strategy
▶ Establish plan effectiveness reporting metrics

About Xactly Sales Effectiveness Consulting

Xactly Sales Effectiveness Consulting is a sales performance management (SPM) consulting practice that combines best-in-class technology, sales compensation expertise, and empirical data from Xactly Benchmarking™ to help clients improve the effectiveness and efficiency of their incentive compensation program. Our consulting engagements are also designed to optimize clients' SPM administration, automation of SPM processes, and help insure a greater return on your SPM investment.

For more information, please visit
https://www.xactlycorp.com/services/sales-compensation-plan-design-services

About Xactly

Xactly provides the only AI-powered platform that combines revenue intelligence and sales performance management so organizations can unlock their full revenue potential. Backed by two decades of pay and performance data, Xactly's Intelligent Revenue Platform is designed for finance, revenue, compensation, and sales leaders who want to drive quality, sustainable revenue. To learn more about Xactly and the latest issues and trends in revenue intelligence, visit us at XactlyCorp.com, follow our blog, and connect with us on LinkedIn.

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