

RSSS Commission and Spiff Program

RSSS has a complete program which calculates the salespersons' commissions and spiffs automatically on each item that is sold or rented. The program is designed to give you different tools to offer incentives to motivate your salespeople to increase their income and increase your profits.

The backbone of any sales and rental organization is the salesperson that sells or rents the product. It is human nature that salespeople respond to incentives to sell or rent more on specified products. As owner, manager or company, it is your job to plan what you want them to sell or rent. The key to keeping salespeople motivated is through a simple commission or spiff system that is easy for salespeople to understand. If you complicate the program too much for the salespeople to understand, you can have an incentive program that may deem ineffective.

The RSSS Program is easy to change to accomplish this owner, manager or company goal of selling or renting specific merchandise. The RSSS commission software provides the owner, manager or company a simple way to control sales with an end result of a higher gross profit by selling or renting inventory that is overstocked at that specific time and eliminating odds and ends of discontinued products that can leave the inventory at a profit!

A constant change in a spiff program is needed to be effective. It should be changed at least once a week. A good time to inform your sales staff of the changes is on a specific meeting date. This will continue to keep the salespeople's interest up. The salespeople must realize that the amounts of spiffs paid to move certain products for that week is only a temporary bonus. The bonus will stay until you have accomplished the end results that the owner, manager or company is paying the spiff for. This week a salesperson may get a bonus of \$10.00 to sell a specific model number. The following week when there is no longer an overstock of that model; the spiff or bonus could be zero. The incentive will be put on other items that next week to fit the owner, manager or company's merchandising requirements.

The RSSS Commission and Spiff Program is designed to pay incentives in many different ways.

#1 RSSS provides a reporting system that the salesman can determine exactly what commission and spiff he is paid for every item sold. The name and phone number of each customer to follow up with can be listed. This way they can phone or direct mail contact and send a thank you note.

#2 RSSS provides a management report on each salesperson for each pay period to review exactly what each salesperson sold, the amount of each item sold, the gross profit of each item, the commission paid and the total sales for the pay period including the exact gross profit each salesperson contributed.

A sales commission report can be printed to include:

- Pay a set percent of sales based on the sales amount of each sale.
- Pay a percentage of gross profit on each sale. The percentage can change among salespersons.
- Pay an override to sales managers, store managers, department managers, etc.

- Pay a specific spiff amount that can be set and automatically paid on each specific item or model number sold. This special incentive can be set for short periods of time to move overstocked merchandise until the proper inventory level is reached.
- Pay a higher percent of commission to salesmen if the customer takes the merchandise rather than have store deliver the sold item. This increase in commission may be \$3.00 or \$4.00. A delivery can cost \$15.00 or \$20.00.
- Pay commission on packed or landed cost rather than manufacturer cost.
- Set up contests on any item, model number or group of items that is 100% accurately controlled so there is no question as to who won first, second or third place. This type of contest will really move merchandise that needs to be sold. The paperwork is simple to control.

A special salesman report is available to rate the salespersons over any period of time. The report compares each salesperson to every other salesperson. The report compares sales or rentals for a specific period of time within dates.

Benefits of the salesman compare program are:

- Total sales amount compared to other salespeople.
- Total gross profit of all items sold compared to other salespeople.
- Total spiffs paid compared to other salespeople.
- Total commissions and spiffs paid compared to other salespeople.