



# BUILT FOR ORACLE® + NETSUITE

Obero makes it possible for SaaS and subscription businesses to discover and run the best sales performance strategies through its cloud-based Sales Performance Management solution.

Obero SPM is a business-owned sales performance management solution that was specifically built for the subscription economy and encourages efficient company-wide collaboration in planning, optimizing and executing high-performance strategies.



Obero SPM Incentive Compensation Management (ICM) is fully integrated with NetSuite and provides organizations with a flexible and easy-to-use solution to design, manage and optimize their sales commissions.

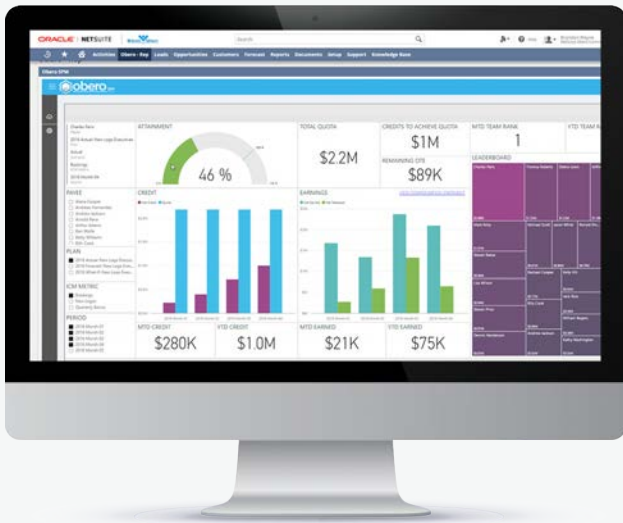
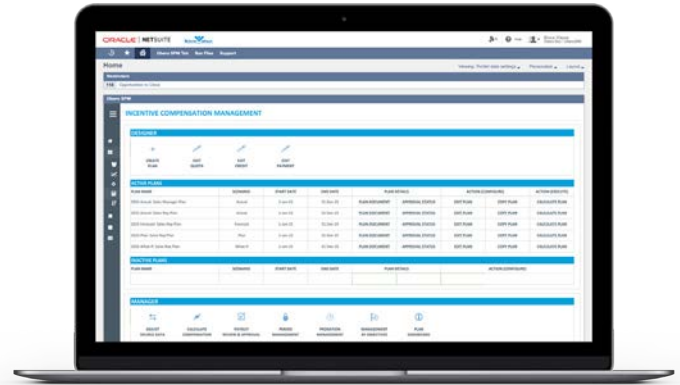
Benefits of implementing Obero SPM Incentive Compensation Management for NetSuite include:

- 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.

See Obero SPM in action  
[oberospm.com/demo](http://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.



"We moved to Obero SPM because our other tools just weren't able to keep up with our business. A SaaS business is different, and Obero gets that."

Carl Benefiel, Vice President of Business Operations, HotSchedules



"Obero SPM integrates seamlessly with our NetSuite ERP system and bridges the gap between our finance, sales, HR, and IT departments."

Diane Redvanly, SVP Finance Numerix