brysa

Helping you find your flow

SALESFORCE SPIFF

Commissions

Commission plans that calculate correctly — assessed before they are built.

STEP 1	STEP 2	STEP 3
	Most popular	
Assess	**Launch**	**Expand**
$4,500	**$12,000**	**$17,500**
1 to 2 weeks	4 weeks	6 weeks

Rule counts do not measure complexity

A plan with five rules and retroactive clawbacks is harder than one with twenty straightforward rules. What drives effort is crediting logic, splits, thresholds, retroactivity, exceptions, dispute handling and the quality of the source data. Every engagement therefore begins with a plan assessment that classifies complexity properly, so the build price reflects the plan you actually run.

Brysa Limited

satish.thiagarajan@brysa.ai · +44 (0) 7867 865 102 · brysa.ai

THE OUTCOME

What you will have at the end

A Brysa Spiff engagement turns your commission plan into a calculation your finance team trusts and your sales team can see, with a parallel run to prove it before anyone relies on it.

Plans calculated
Commission computed automatically from Salesforce data.

Visible to earners
Each participant sees their own statement and detail.

Proven by parallel run
Validated against your existing calculation first.

Auditable
Every figure traceable back to the transaction behind it.

Exceptions handled
An agreed route for adjustments and disputes.

Owned internally
Your team trained to run the monthly cycle.

Included in every step

— Kick-off and confirmation of the plans and participants in scope
— Source data review covering the transactions commission is calculated from
— Documented plan logic in a form your finance team can verify
— A parallel calculation cycle compared against your existing method
— Administrator enablement so the monthly cycle can be run internally
— Remote support for the stated period following go-live

STEP 0 · REQUIRED WHERE COMPLEXITY IS UNCERTAIN

Plan Assessment

Required before any Spiff implementation. One to two weeks to analyse your current plans, check the source data that feeds them, inventory rules and exceptions, and classify complexity. Ends in a written complexity classification and a firm fixed price for the build. The full fee is credited against any implementation commenced within 60 days.

$4,500
1 to 2 weeks
Credited on proceed

WHERE TO START

Choose your step

Every engagement begins at Assess, because commission complexity cannot be judged from a plan document alone. Launch and Expand are priced from the assessment findings.

CAPABILITY	STEP 1 · ASSESS	STEP 2 · LAUNCH	STEP 3 · EXPAND
Fixed price	$4,500	$12,000	$17,500
Best fit	Any plan not yet analysed by Brysa	One straightforward plan	Multiple roles with thresholds and splits
Plans in scope	Up to 3 analysed	1 plan	Up to 2 plans
Participant roles	Inventoried	Up to 2	Up to 5
Crediting logic	Assessed	Direct crediting only	Direct and split crediting
Thresholds and accelerators	Assessed	Not included	Included
Caps and floors	Assessed	Not included	Included
Retroactive adjustments	Assessed	Not included	Not included
Clawbacks	Assessed	Not included	Simple clawback on cancellation
Quota and attainment tracking	Assessed	Basic attainment	Full quota management
Source data validation	Included	Included	Included
Statements and visibility	Not included	Standard participant statements	Statements with drill-down detail
Dispute and adjustment process	Assessed	Manual adjustment route	Configured adjustment workflow
Parallel run	Not included	1 cycle	1 cycle plus correction and rerun
Reporting	Not included	4 reports	8 reports and 1 dashboard
Training	Not included	Admin and finance sessions	Expanded admin, finance and manager enablement
Support after go-live	10 working days, up to 2 hours	21 days, up to 6 hours	30 days, up to 8 hours
Typical duration	1 to 2 weeks	4 weeks	6 weeks

All limits are maximums within the fixed-price package and are confirmed in the configuration workbook after discovery.

What makes a plan bespoke rather than standard

Multi-country plans, channel or partner compensation, retroactive rate changes, complex clawback chains, dispute-heavy processes and plans whose source data is not yet reliable fall outside both Launch and Expand. The assessment will say so plainly, and Brysa will scope that work separately rather than pricing it optimistically.

STEP 1

Assess

Analyse the plans you actually run, classify their complexity honestly, and produce a firm price for the build.

$4,500

Typical delivery: 1 to 2 weeks

WORKSTREAM	WHAT BRYSA WILL DELIVER	INCLUDED LIMIT
Plan analysis	— Review of up to 3 current commission plans and their supporting documents — Inventory of rules, rates, tiers, thresholds and exceptions — Identification of undocumented practice that differs from the written plan	**3 plans**
Source data check	— Review of the Salesforce transactions commission is calculated from — Assessment of completeness, timing and reliability of the source records — Identification of data that would need to change before calculation is possible	**1 data review**
Complexity classification	— Assessment across crediting, splits, retroactivity, clawbacks, exceptions and frequency — Written complexity classification with the reasoning stated — Clear statement where a plan falls outside standard implementation	**1 classification**
Dispute and exception review	— Review of how adjustments and disputes are handled today — Volume and pattern of exceptions in recent cycles	**1 exception review**
Findings and quote	— Written findings with recommendations, including plan simplification where warranted — Firm fixed price for the implementation — One walkthrough and ten working days of remote follow-up, up to 2 hours	**1 fixed quote** **10 working days**

STEP 2

Launch

One straightforward plan with direct crediting, proven by a parallel run before it goes live.

$12,000

Typical delivery: 4 weeks

WORKSTREAM	WHAT BRYSA WILL DELIVER	INCLUDED LIMIT
Design confirmation	— Kick-off and confirmation of the plan design from the assessment findings — Agreed calculation logic, periods and participant list — Configuration workbook and delivery plan	**1 plan** **2 roles**
Data foundation	— Configuration of the transaction source feeding the calculation — Validation that source records are complete and correctly timed — Agreed treatment of amendments and late-arriving records	**1 source**
Plan build	— Plan configured with direct crediting for up to 2 participant roles — Rates, periods and basic attainment tracking — No thresholds, accelerators, caps or retroactive behaviour at this tier	**1 plan** **Direct crediting**
Statements and adjustments	— Standard participant statements showing earnings and the transactions behind them — Manual adjustment route for exceptions, with an agreed approval step	**Standard statements**
Parallel run	— One full parallel calculation cycle against your existing method — Variance analysis with an explanation for every difference — Correction of in-scope differences before go-live	**1 parallel cycle**
Reporting and enablement	— Configure 4 agreed reports covering earnings, attainment and variance — Administrator and finance enablement totalling up to 4 hours	**4 reports** **4 training hours**
Go-live and support	— Production go-live with the first live cycle supported by Brysa — Remote support for questions, defects and minor corrections within the agreed scope	**21 days** **6 hours**

STEP 3

Expand

Up to two plans with multiple roles, splits, thresholds and caps, with a parallel run, correction and rerun.

$17,500

Typical delivery: 6 weeks

WORKSTREAM	WHAT BRYSA WILL DELIVER	INCLUDED LIMIT
Design confirmation	— Kick-off and confirmation of both plan designs from the assessment findings — Agreed crediting, split, threshold and cap logic — Configuration workbook, solution summary and delivery plan	**2 plans** **5 roles**
Data foundation	— Configuration of the transaction sources feeding both plans — Validation of completeness, timing and amendment handling — Agreed treatment of cancellations feeding simple clawback	**Multiple sources**
Plan build	— Both plans configured for up to 5 participant roles — Direct and split crediting, thresholds, accelerators, caps and floors — Full quota and attainment tracking — Simple clawback on cancellation	**2 plans** **Splits and thresholds**
Statements and adjustments	— Participant statements with drill-down to the underlying transactions — Configured adjustment workflow with an agreed approval route — Audit trail so every figure is traceable	**Drill-down statements**
Parallel run	— One full parallel calculation cycle with variance analysis — Correction period followed by a rerun to confirm the corrections — Sign-off on variance before go-live	**1 cycle plus rerun**
Reporting and enablement	— Configure 8 agreed reports and 1 dashboard for finance and sales management — Administrator, finance and manager enablement totalling up to 6 hours	**8 reports** **6 training hours**
Go-live and support	— Production go-live with the first live cycle supported by Brysa — Administration handover guide covering the monthly cycle — Remote support for the stated period	**30 days** **8 hours**

FLEXIBILITY

Add-ons and ongoing care

Where scope needs to stretch, these items can be added at a fixed price and confirmed in the Statement of Work.

Fixed-price add-ons

ADD-ON	FIXED PRICE	TYPICAL EFFECT ON TIMELINE
Additional plan	$1,900	+4 to 5 days
Additional participant role	$1,300	+1 to 2 days
Additional parallel run cycle	$1,900	+3 to 4 days
Report pack (5 reports, 1 dashboard)	$1,000	+1 to 2 days
Additional adjustment or approval route	$1,000	+1 day
Additional training session (90 minutes)	$700	No change
Retroactive rate changes or complex clawback chains	Quoted separately	Scoped after Assess

Add-on prices are the same whether agreed at Statement of Work stage or raised during delivery, and are invoiced with the second instalment.

AFTER GO-LIVE

Brysa Care Plans

Commission plans change every year, and often mid-year. A Care Plan begins the day support ends and gives you a route to adjust rates, add participants and handle the awkward cycle without opening a new project. For any live commission plan we recommend Active.

	ESSENTIALS	ACTIVE	PARTNER
Monthly fee	$750	$1,600	$3,000
Included hours	Up to 3 hours	Up to 7 hours	Up to 15 hours
Reactive support	Yes	Yes	Yes, priority
Small changes and fixes	Yes	Yes	Yes
Scheduled change window	Not included	Monthly	Fortnightly
Business review	Not included	Quarterly	Monthly
Roadmap and optimisation input	Not included	Not included	Included
Named Brysa administrator	Not included	Not included	Included

Commit at Statement of Work stage

Where a Care Plan is agreed alongside the Quick Start, Brysa applies a 10% discount to the first six months. Care Plans run on a rolling basis with 30 days' notice, and unused hours do not carry forward.

DELIVERY APPROACH

How the implementation runs

Brysa follows a fixed sequence so that variance is discovered during the parallel run rather than in the first live pay cycle.

1	**2**	**3**	**4**	**5**
Assess	**Confirm**	**Build**	**Prove**	**Go live**
Analyse the plans and classify complexity honestly.	Agree calculation logic, periods and participants.	Configure the plans and the transaction source.	Run in parallel and explain every variance.	Release and support the first live cycle.

Typical timetable

PERIOD	ASSESS	LAUNCH	EXPAND
Week 1	Plan and data analysis	Design confirmation and data foundation	Design confirmation and data foundation
Week 2	Classification, findings and quote	Plan build	Plan build across both plans
Week 3	Not applicable	Statements, reporting and testing	Splits, thresholds and statements
Week 4	Not applicable	Parallel run, correction and go-live	Reporting, testing and parallel run
Weeks 5 to 6	Not applicable	Support period	Correction, rerun, training and go-live

When the clock starts

The engagement begins once the Statement of Work is signed, the current plan documents and recent commission calculations have been supplied, Salesforce access to the transaction data is available, the nominated decision-maker from finance is confirmed and the participant list has been agreed. Access to a recent completed cycle is essential for the parallel run.

Decision and feedback cadence

- Brysa records all agreed decisions in the configuration workbook.
- The client provides one consolidated response at each review point.
- Feedback and approvals are expected within two working days unless otherwise agreed.
- New requirements raised during UAT are assessed as additional scope and priced from the add-on menu where applicable.

CLEAR WORKING ASSUMPTIONS

Definitions and responsibilities

These definitions exist because commission scope is usually described in rule counts, which is the least useful measure of the work involved.

TERM	WHAT IT MEANS IN THIS PACKAGE
Plan	One commission scheme with its own rates, periods, participants and rules. A variant with different rates for a different region is a second plan.
Participant role	One category of earner with distinct crediting treatment, such as an account executive, an overlay specialist or a manager.
Direct crediting	One transaction credited in full to one participant. Anything shared between participants is split crediting.
Split crediting	One transaction divided across more than one participant using agreed proportions or rules.
Retroactive adjustment	A rate or rule change applied to periods already calculated and paid. Excluded from Launch and Expand at all times.
Clawback	Recovery of previously paid commission following cancellation or non-payment. Simple clawback on cancellation is included in Expand only.
Parallel run	One full calculation cycle produced alongside your existing method, with every variance explained before go-live.
Complexity classification	Brysa's written assessment of a plan against crediting, splits, retroactivity, clawbacks, exceptions and data quality.

What Brysa needs from you

- Current plan documents, including any undocumented practice in use
- Recent completed commission calculations for the parallel run comparison
- Salesforce access to the transaction data commission is calculated from
- A nominated decision-maker from finance empowered to approve calculation logic
- An agreed and current participant list with effective dates
- Availability of the person who currently produces the calculation
- Named users to validate the parallel run and provide one consolidated issue list
- Willingness to simplify a plan where the assessment recommends it

PACKAGE BOUNDARIES

What is not included

Complexity beyond the assessed classification is scoped separately. The following sits outside all three steps unless expressly added to the Statement of Work.

- Salesforce, Spiff or third-party licences and subscription fees
- Multi-country or multi-currency commission plans
- Channel, partner or indirect compensation schemes
- Retroactive rate changes or complex chained clawbacks
- Commission plan design or compensation strategy consulting
- Correction, cleansing or backfill of historic transaction data
- Payroll integration or payment processing
- Third-party integrations, middleware or API development
- Historic recalculation of prior periods
- Ongoing monthly cycle operation, which Brysa can quote as a managed service

Support, defects and additional requirements

AREA	HOW IT IS HANDLED
Included hypercare	Remote support during UK business hours for questions, agreed-scope defects and minor corrections, limited to the package allowance and period.
Defect	An agreed item does not operate in accordance with the approved configuration workbook or acceptance criteria. Defects are corrected at no additional cost.
Enhancement	A new feature, changed process, additional report, new automation or other requirement not approved in the package scope.
Additional scope	Brysa will explain the impact and provide a fixed price from the add-on menu or a separate estimate. No chargeable work begins without written approval.
Client delay or pause	Delivery dates move where information, access, data, testing or decisions are delayed. A project paused for more than 20 working days may require re-planning.

HOW TO PROCEED

Commercial terms and next steps

	TERMS
Fixed prices	Assess $4,500 · Launch $12,000 · Expand $17,500
Assessment credit	The Assess fee is credited in full against any implementation commenced within 60 days.
Assessment is required	Brysa does not quote a fixed price for a Spiff implementation without a completed Plan Assessment.
Payment	50% on commencement and 50% on completion of the parallel run.
Care Plans	Billed monthly in advance from the day support ends. Rolling term with 30 days' notice.
Acceptance	The implementation is accepted on sign-off of the parallel run variance, or five working days after go-live if no material issue has been reported.
Validity	All prices are in US dollars and are the total professional services fee for the agreed scope. Valid for 60 days from the date of issue.

Select the right starting point

Assess

Start here always. Complexity cannot be judged from a plan document alone.

Launch

Choose this when one plan uses direct crediting and straightforward rates.

Expand

Choose this when splits, thresholds, caps or multiple roles are involved.

NEXT STEP

Let us confirm the right starting point

Every Spiff engagement begins with a short, no-obligation call. It takes about thirty minutes and confirms three things: how many plans are genuinely in scope, whether your transaction data can support automated calculation, and what we would need before the assessment starts.

Next step

Brysa will hold a short suitability call to confirm the plans in scope and the data available. We will then issue the Statement of Work for the Plan Assessment and agree the start date.

satish.thiagarajan@brysa.ai · +44 (0) 7867 865 102 · brysa.ai

Satish Thiagarajan

Chief Executive Officer, Brysa Limited

This document describes Brysa's standard Spiff Quick Start packages. The signed Statement of Work governs the engagement.