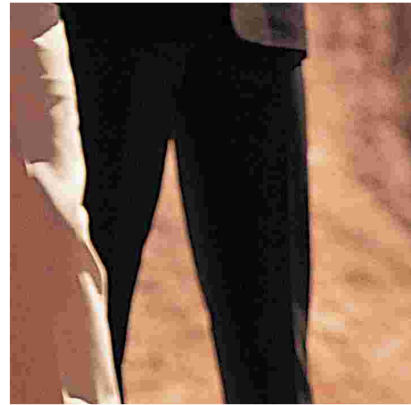
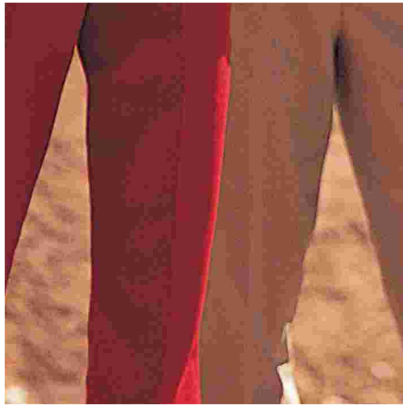
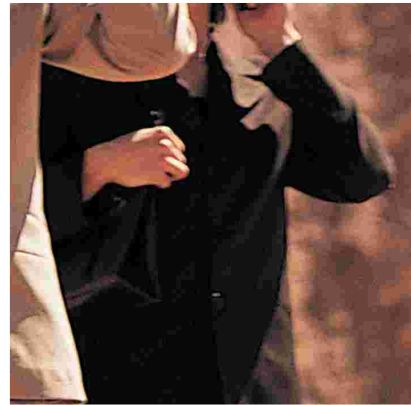


**Commissions
Management
System**



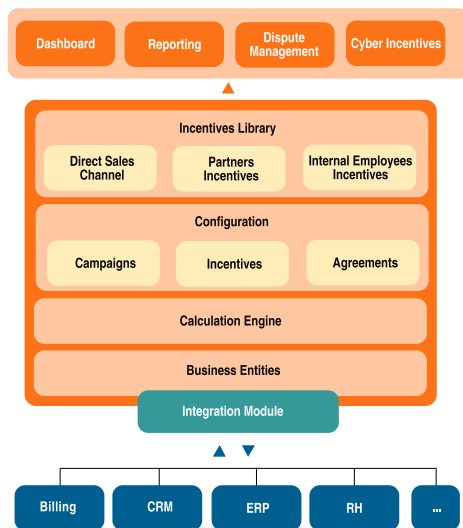
How can you effectively drive and motivate sales teams?

The effective management of incentives for a Telecommunication Service Provider is often a costly exercise. The costs include not only the amount spent on actual incentives, but also the expenses in administrative and management tasks. Additionally, Telecom Operators cannot afford the lack of alignment with business goals and poorly motivated sales teams. Therefore, Telecom Operators need to be able to:

- Assure the accurate calculation of incentives, avoiding incentive overpayment situations
- Eliminate the administrative burden, freeing up staff to focus on more strategic initiatives
- Provide online feedback on sales activities and incentives in order to keep sales forces motivated
- Guarantee the alignment between sales force objectives and organization objectives
- Cope with the innovation and flexibility requirements of dealing with fast-changing, dynamic business conditions

CMS - Commissions Management System

CMS has been designed to help Telecommunication Service Providers achieve new levels of motivation, productivity and profitability, while providing a consistent infrastructure for an efficient incentives management strategy.



CMS covers the complete cycle for incentive management, from defining and configuring any kind of compensation plans to incentives calculation and payment, and reporting on incentive results.

■ Robust Calculation of Incentives

A flexible, robust and highly performing Calculation Engine comprises CMS's core. This is a critical component that joins business entities information with the incentive configuration rules to calculate the incentive results to be paid to the sales network.

■ Flexible Configuration

In order to provide Telecommunication Service Providers with the ability to easily design, administer and optimize compensation plans, CMS delivers an easy to use, web-based interface to define compensation plans and to make configuration efficient and painless. A simple, yet powerful rule-editing wizard allows for an easy creation and configuration of business rules and variables without the need for code-writing or in-depth technical knowledge.

Furthermore, CMS brings the incentive creation and configuration to another level of simplicity, by providing a wide range of pre-built incentive types tailored to meet the specific needs of Telecommunication Service Providers. These pre-built incentive types are provided out-of-the-box and require only smooth configuration to adapt to the specific conditions and variables of each implementation. Furthermore, CMS encompasses incentive types that cover every phase of the customer lifecycle from acquisition and usage to retention and fraud prevention.

Additionally, when configuring incentives, some parameters can be defined in order to provide some degree of support to partner activities, such as Price Protection, Subsidization, and Co-advertisement.

■ Extensive Reporting and Dispute Management

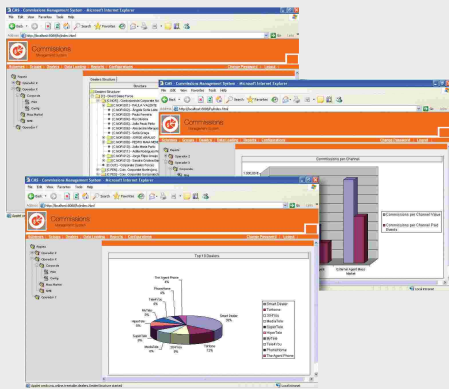
In order to stimulate a transparent relationship between the Telecommunication Service Provider and its sales network, CMS provides a set of optional modules, from extensive reporting on incentive results to a dispute management application to manage the disputes of the sales network.

User Interfaces

Dashboard & Reporting

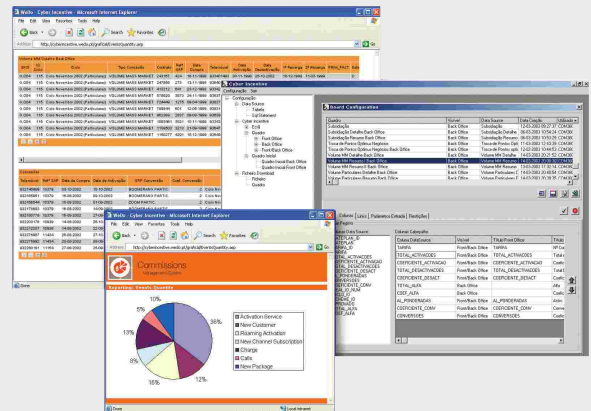
CMS reports aim to provide the incentives team with updated information on the efficacy of the incentives strategies. Therefore, it provides flexible dashboarding capabilities to report a set of macro key indicators: commissions per channel, top 10 dealers, etc.

Additionally, CMS reports enable the assessment of the alignment of the sales activity with business goals and the detection of new opportunities for improvement.



Cyber Incentives

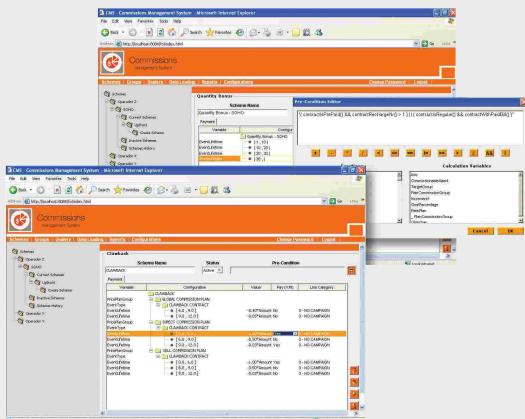
CMS's Cyber Incentives is a web-reporting module to be used by the dealer's extranet service. Cyber Incentives was designed to provide the sales network with online reporting capabilities to satisfy their information needs.



Incentives Configuration - Front Office

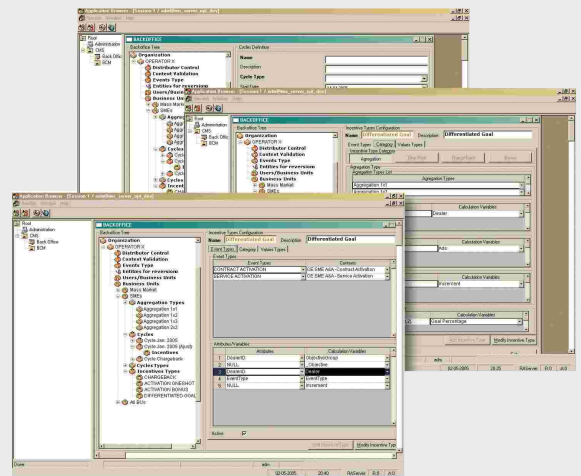
Using CMS, the incentives team may configure a new incentive scheme using a web-based, intuitive graphical wizard, without requiring any IT intervention.

An incentive scheme encompasses several business rules. Business rules are implemented as decision trees of calculation variables and pre-conditions.



Incentives Configuration - Back Office

CMS's Back Office provides a graphical user-friendly interface through which all parameterization, cycle execution/management and integration flows tasks are performed.



Benefits

REDUCED OPERATIONAL COSTS

- Reduced development costs to build and change compensation plans
- Reduced data integration costs
- Reduced costs on report production and mailing

FLEXIBILITY TO ADAPT TO NEW MARKET EXPECTATIONS

- Ability to quickly respond to environment changes
- Sales forces alignment with operator's strategy
- Provision of up-to-date information on new product releases and business rules (via Cyber Incentives)

INCREASE THE QUALITY OF SERVICE

- Shorten commissioning cycle, making results available earlier
- Simplify accounts payable/receivable reconciliation

SUPPORT INNOVATIVE STRATEGIES

- Provides built-in all critical business concepts to implement an incentive strategy in a Telecom Operator
- Availability of several types of incentives providing high flexibility negotiating with the dealers network
- Web channel promotion as a central tool to interact with different targets

Offices

'Pleasure in the job puts perfection in the work' *Aristotle*

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