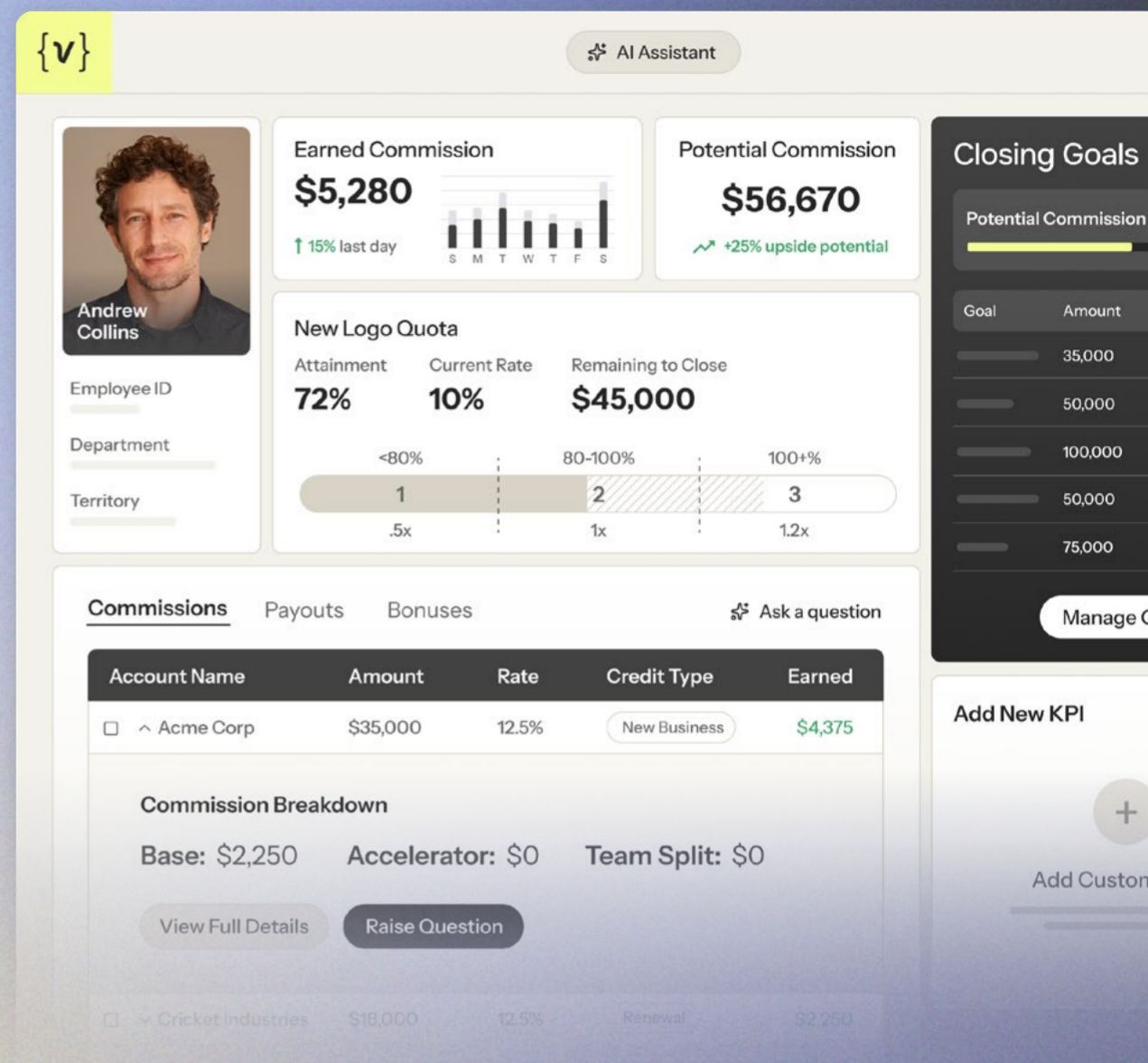




# Sales commission software built for complex compensation plans.

Variabl is an enterprise incentive compensation platform that automates commission calculations, manages complex plan logic, and provides clear visibility into how sellers are paid. Finance and RevOps teams use Variabl to replace spreadsheets, reduce operational risk, and run accurate, auditable compensation programs at scale.



## Key Benefits



### Accurate commission calculations

Automate complex commission logic and eliminate spreadsheet errors with a high-performance calculation engine designed for scale.



### Operational control and audit readiness

Maintain full visibility, versioning, and governance across plans, data, and payouts with built-in compliance controls.



### Faster plan changes

Update compensation plans, rules, and structures without engineering support or consultant-led rebuilds.



### Clear seller visibility

Give sales teams transparent dashboards, statements, and explanations so they understand exactly how they're paid.

## Time-to-Value

- ✓ Rapid Deployment
- ✓ Minimal Technical Overhead
- ✓ Lower Long-term Overhead

# Core Capabilities

## 01. Compensation Plan Design

- Design complex commission plans with reusable components
- Support tiers, splits, modifiers, gates, and conditional logic
- Versions, rules, and users with effective-dated controls

## 02. Commission Processing & Calculations

- High-volume calculation engine with in-memory processing
- Prior-period adjustments, clawbacks, and true-ups
- Multi-currency, multi-calendar, and multi-entity payout support

## 03. Workflows & Governance

- No-code workflows for approvals, routing, and operational automation
- Role-based access controls and sandbox environments
- Full audit trails and versioning for compliance readiness

## 04. Seller Visibility & Intelligence

- Real-time dashboards and commission statements
- Commission simulation and earnings forecasting
- AI assistant that explains payouts and traces calculations

## Architecture & Integrations

### Integrations

- Native connectors for CRM, ERP, HRIS, payroll, and data warehouse systems
- Common sources include Salesforce, NetSuite, Snowflake, and other revenue systems

### Data Architecture

- No-code data management and ETL for mapping, transformation, and validation
- Lookup tables and versioned data models to support complex attribution logic

### APIs & Data Access

- APIs, scheduled exports, and data lake integrations for analytics and downstream systems
- Reliable high-volume ingestion designed for enterprise data processing

## Enterprise-grade security

- ✓ SOC I and SOC II Type II readiness with audit documentation available
- ✓ Role-based access controls (RBAC) to manage permissions across users and business units
- ✓ Complete audit trails across data, rules, and processing events
- ✓ Versioned data and effective-dated logic to maintain historical accuracy and compliance

Ready to see Variabl in action?

Talk to Sales!