



**The Global Incentive
Management System**

A Product Introduction

Prepared by:
Gloccenttm, Inc.

1.0 Glocent™ – An Introduction

Glocent™ is a global incentive management system that is designed to eliminate the unnecessary complications commonly associated with managing commissions in an ever changing corporate world. Glocent™ uses the latest technology to reinforce solid business practices and ensure that our clients enjoy ease of use and 100% error free incentive calculations.

2.0 Guaranteed Accurate Calculation and Reporting of Commissions

Accurate commissions will immediately impact a company's profitability. You will spend less time and resources managing the process. This allows you to allocate your resources to perform other important tasks. Also, dispute resolution is greatly simplified and easily resolved prior to forwarding commission data to payroll.

This is an example of a problem that one of our customers faced. Prior to implementing Glocent™ they could count on several people working overtime including weekends calculating commissions. They also had to resolve most payment disputes after checks had been written, thus requiring more time being spent on commission administration. As a result of implementing Glocent™, they no longer work any overtime and resolve all disputes prior to sending the data to payroll. They also report that in all cases of dispute that Glocent™ is correct.

Through our 24/7 customer support and thorough installation process we guarantee 100% accuracy and satisfaction. This means that **no internal IT support** is needed to run and maintain the application.

3.0 Aligning Your Sales Force With Your Business Strategies

Not only will Glocent™ save you money by eliminating error and saving time in the commission process, it should be used to help drive business strategies with your sales force. In other words, you can align your sales department with your corporate objectives. Glocent™ gives you the tools to manipulate your compensation plans to meet any new corporate objective, and accomplish it in a timely manner.

Here is an example of how one of our clients took advantage of this idea. In order to reduce turnover and increase sales morale they implemented a mentoring program. The top performers were incentivized to offer support to bottom performers by helping them achieve their goals. This compensation was in addition to their normal compensation plans. As a result, sales of many of the people being mentored have increased

significantly. The client shared with us that this would have been impossible to automate without Glocent[™].

4.0 Accurate And Complete Record Keeping

The Glocent[™] system tracks and records all plan changes and commission calculations. In light of recent scandals involving Enron, WorldCom and others, the US congress passed the Sarbanes-Oxley (SOX) Act of 2002. Effective in 2006, all publicly – traded companies are required to submit an annual report of the effectiveness of their internal accounting controls to the SEC. Noncompliance to this Act can bring about criminal and civil penalties. SOX is all about corporate governance and financial disclosure. Glocent[™] provides 100% compliance with the SOX Act in regards to all incentive compensation activities.

5.0 Why Compensation Management is Critical to your Success

“Sales organizations that fail to execute reporting and payments of incentive commissions in an *accurate and timely* manner will decrease sales force productivity by 20 percent because of *lost selling time, reduced motivation* and show in the *absence of organizational trust*.”

The Gartner Group

“On average, companies that don't use information technology to track payments from customers *overpay* their employees by 3 to 8 percent of their bonuses and commissions.”

The Gartner Group

“Forty Percent of sales channel administration cost is *tied* to compensation management.”

Aberdeen Group

6.0 Reports

Glocent[™] generates reports immediately when commissions are calculated. These reports are available on the web; and like the application are accessed using an individual's username and password. The reports viewable by an individual are determined by the client. For example, an individual sales rep may only be able to view his or her personal monthly statement. While a manager may be able to view his or her personal monthly statement, the monthly statement of each of his workers and the rollup or backend commission report that details his commission from his team's performance. Reports are created according to each client's specifications. These reports can be viewed by management and individuals internally or by external contractors or downloaded to a file to be sent to payroll.

7.0 A Web Based Application

A simple browser like Internet Explorer is all that is needed to access the Glocent™ application by all authorized users without having to install an application on individual machines. This broad-reach approach provides access to information and the application from wherever the user is located.

Being Web Based also provides great ease of maintaining and updating the system. Software updates are deployed at one place and not on the individual user's machine.

8.0 Multicultural

Glocent™ supports companies and industries that have a global presence. This is accomplished by accommodating local languages and currencies. As a result, both the commission administration software and the reports appear in the language and currency for each office or region that the user defines.

9.0 Ease of Use

An unlimited amount of commissions can be calculated with the push of a single button. The system is built to guide the user in modifying and creating commission plans. Another important benefit is the ease in which users and sales reps are added to the system:

- Individual users modified with a few simple key strokes
- Large groups of users can be modified and uploaded from a data file

Installation of Glocent™ includes the following:

- Establishing the means by which sales data is transferred to Glocent™
- Creation of all specified compensation plans
- Loading all user data
- Creation of all specified reports
- Customer training

Our philosophy is that we create a partnership with each new client. Our goal is to help each client realize the full business value of Glocent™. We fulfill this goal by not only providing technical support, but also support from commission experts who are trained to help you develop powerful business strategies through effective commissioning.

10.0 What Our Customers Say

“We are very pleased with our decision to deploy Glocent™ as opposed to the other compensation management tools we evaluated. The sales team has been provided a tool which brings powerful automation to a process that was previously labor intensive and prone to error.”

Time Warner Cable; M Troller, VP IT Operations

“Glocent™ has been a tremendous asset to BNC Mortgage. It is an efficient tool that has eliminated hours of manual processes while calculating our complicated commission plans with accuracy. The sales and support staff are very professional and an absolute pleasure to work with. Their response to last minute changes to our plans, procedures and reporting needs has been impressive. During our initial user training, our division president announced new guidelines for compensating new hires. The new commission plan was created in less than ten minutes during a training class, which will save us significant time and money.”

Lehman Brothers -- BNC Mortgage; B DeParis, Payroll Manager

“GlowTek provided us with a great solution and a level of expertise that helped us completely restructure our commission model. Our employee incentives are now aligned with our corporate strategies. The ability to tie them directly to our profitability was something we simply couldn't do before.”

Mountain View Marketing; D Eisele, CEO

“It became apparent that we could use the information contained within Glocent to capture accurate, timely Management Information. This facilitated improved business planning, enabled the effectiveness of sales strategies to be monitored very closely and was invaluable with operational activities, which previously had been a manual process. The ROI was immediate (reducing quarterly business activities from 4 weeks of effort to 4 days. I would have no hesitation in engaging with Glocent in and around the ICM space and I look forward to working with Glocent again.”

Crosby Asset Management; Simon Fry, CEO

Based on the value we have realized by adopting the Glocent solution, we are very pleased with our decision to select it over other incentive compensation management applications. Glocent's ability to effectively accommodate our complex commission plans and product variables has significantly streamlined our incentive management process. The transparency we have gained into the details of our source data, and the reduced time it takes for us to calculate, audit and report on our commission payments, will allow us to achieve almost an immediate return on our investment.

Keystone Group Holdings; Shannon Bischoff, Special Project Manager

11.0 Contact Information

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