



# Sales Compensation Software Category

WINTER 2026  
Customer Success Report





## Sales Compensation Software Category

Sales compensation software automates the administration and accounting of incentive plans and commissions based on multiple customizable policies including employee role, sale type, and staff member tenure. It permits sales professionals to see their quotas and progress, while allowing management to create reports to get insights into sales performance. The platform is used by sales, administration, and accounting teams.

As sales compensation models are typically different compared to other business structures, this software enables a company's accounting practices to become less error-prone and time-intensive. Sales compensation software is usually deployed as part of a wider compensation software ecosystem. The system integrates with other sales applications like sales gamification, sales analytics, and sales performance management.

# Customer Success Report Ranking Methodology

The FeaturedCustomers Customer Success ranking is based on data from our customer reference platform, market presence, web presence, & social presence as well as additional data aggregated from online sources and media properties. Our ranking engine applies an algorithm to all data collected to calculate the final Customer Success Report rankings.

**The overall Customer Success ranking is a weighted average based on 3 parts:**

## CONTENT SCORE

- ✓ Total # of vendor generated customer references (case studies, success stories, testimonials, and customer videos)
- ✓ Customer reference rating score
- ✓ Year-over-year change in amount of customer references on FeaturedCustomers platform
- ✓ Total # of profile views on FeaturedCustomers platform
- ✓ Total # of customer reference views on FeaturedCustomers platform

## MARKET PRESENCE SCORE

- ✓ Social media followers including LinkedIn, Twitter, & Facebook
- ✓ Vendor momentum based on web traffic and search trends
- ✓ Organic SEO key term rankings
- ✓ Company presence including # of press mentions

## COMPANY SCORE

- ✓ Total # of employees (based on social media and public resources)
- ✓ Year-over-year change in # of employees over past 12 months
- ✓ Glassdoor ranking
- ✓ Venture capital raised

## Award Levels



### MARKET LEADER

Vendor on FeaturedCustomers.com with substantial customer base & market share. Leaders have the highest ratio of customer success content, content quality score, and social media presence relative to company size.



### TOP PERFORMER

Vendor on FeaturedCustomers.com with significant market presence and resources and enough customer reference content to validate their vision. Top Performer's products are highly rated by its customers but have not achieved the customer base and scale of a Market Leader.



### RISING STAR

Vendor on FeaturedCustomers.com that does not have the market presence of Market Leaders or Top Performers, but understands where the market is going and has disruptive technology. Rising Stars have been around long enough to establish momentum and a minimum amount of customer reference content along with a growing social presence.

# 2026 Customer Success Awards

Check out this list of the highest rated Sales Compensation Software based on the FeaturedCustomers Customer Success Report.



CaptivateIQ ICONIXX  SPIFF  
from  Salesforce

 Varicent 



 everstage<sup>1</sup>  FORMA.AI 

 QCommission  
Pay People Properly  QUOTAPATH 



 blitz<sup>®</sup> 

\* Companies listed in alphabetical order



**2026  
SALES  
COMPENSATION  
SOFTWARE**

**MARKET LEADER**





ABOUT CAPTIVATEIQ

# CaptivateIQ

Created by a team with decades of commissions experience, CaptivateIQ is pioneering the new standard in commission management and enabling companies to reclaim the power of incentives with a platform built for revenue teams. Twenty-eight of the Forbes Cloud 100, including leading brands like Amplitude, Gong, and Hopin, use CaptivateIQ to power their commission programs. They have over \$164.6M in funding from ICONIQ, Workday Ventures, Sequoia, Accel, Sapphire, Bessemer, Y Combinator, Amity Ventures, S28, and other leading...

82

TOTAL CUSTOMER REFERENCES

[VIEW ALL REFERENCES](#)

## FEATURED TESTIMONIALS

“With CaptivateIQ in place, we were able to meet the requirements needed to go IPO on the SOX compliance side. This wouldn't have been possible with our previous spreadsheet-based process.”

ADAM EDMISTON  
ASSOCIATE DIRECTOR OF REVENUE OPERATIONS & STRATEGY, BLOOMREACH

“CaptivateIQ takes out the guesswork and manual math needed to reach my compensation. This also allows time to review the data and make any changes before the actual payout.”

KELSEY K.  
ASSOCIATE AREA SALES MANAGER, SCITON

“CaptivateIQ breaks down the different types of commissions in your compensation. It lets me know how I am getting paid and how close I am to my sales quotas.”

FLAVIO R.  
SALES DEVELOPMENT REPRESENTATIVE, VOCERA

“If you enjoy working in Excel and you want all of the functionality of Excel in a commissions tool, then CaptivateIQ is the way to go.”

ZAIN MITHANI  
LEAD SALES COMPENSATION SYSTEM ADMINISTRATOR, INTERCOM

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ABOUT ICONIXX



Iconixx empowers companies to leverage incentive compensation programs to drive business results. And they've been doing it for over 15 years with over 300 implemented solutions. The Iconixx product suite – Iconixx Sales, Iconixx Incentive and Iconixx Merit – makes the company a one-stop resource to automate sales, incentives, bonuses and the merit process. These performance and compensation management solutions allow businesses to more easily manage these items.

**30** TOTAL CUSTOMER REFERENCES [VIEW ALL REFERENCES](#)

FEATURED TESTIMONIALS

“As a global company in a competitive market, we rely on compensation incentives to drive performance and on specialized software to manage it. But our old system required constant addons and technical support. Iconixx Sales has taken our incentive compensation to the next level. Now our system is global, mobile, integrated and easy-to-use, and most importantly, our IT people can let the system do its work so they can focus on other priorities.”

NOKIA

“We use Iconixx to calculate commissions on a monthly basis. Iconixx automates and provides us with accurate commission calculations for our very complex compensation plans. Their willingness to work collaboratively with their customers for the success of the automation project is the main driver to our partnership with Iconixx!”

JANE WILLIAMS  
FINANCIAL ANALYST, BIOVENTUS

“My time previously spent on manual compensation calculations and statement creation is now spent on improving other processes and automating reporting to improve efficiency.”

CANDACE KIRK  
BUSINESS OPERATIONS, RAYMOND JAMES

“Iconixx has provided greater insight and transparency into our incentive compensation program which has helped to grow trust between sales and accounting.”

WAYNE BURNS  
CONTROLLER, SEAGULL SCIENTIFIC





## ABOUT SPIFF



Spiff is a leading sales compensation platform that automates commission calculations and motivates teams to drive top-line growth. With a combination of intuitive UI, real-time visibility, and seamless integrations into current systems, Spiff is the first choice among high-growth businesses. The platform aligns and enables finance and sales operations teams to self-manage complex incentive compensation plans and provides transparency for sales teams.

**55**

TOTAL CUSTOMER REFERENCES

**VIEW ALL REFERENCES**

## FEATURED TESTIMONIALS

“Spiff is able to manage every one of our commission rules, giving me full confidence and trust that my numbers are always accurate. Prior to Spiff, there was a lot of room for human error, which led to hours and hours of self auditing by each rep. Spiff saves our sales team, on average, 100 hours per month, which enables us to focus on mission critical business activities and helping the company grow.”

ALEX FRANCO  
SENIOR ACCOUNT EXECUTIVE, CHILIPIPER

“Spiff has definitely increased the accuracy of the commission calculations by removing the manual processes and automating them. It also allows for the commissioned teams to see their real-time results. This helps managers monitor progress each month and work with the team accordingly. With one place for all commission information, it reduces the back and forth between Sales and Finance as well.”

KELLY BONNEAU  
DIRECTOR OF ACCOUNTING, 7SHIFTS INC.

“Spiff Analytics has really enhanced the level of visibility that we have been able to review on our monthly commission calls to specifically drill into the largest opportunities, to make sure the right people are getting tagged to them, and that the payouts are accurate.”

BRETT VAN ZANTEN  
SENIOR MANAGER, FP&A AND COMPENSATIONS, CONGA

“Spiff is by far my favorite tool, and I am confident in the investment we make.”

CHARLIE WIEBE  
DIRECTOR OF REVENUE OPERATIONS & STRATEGY, MODERN HEALTH

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hirevue

MADISON  
LOGIC.

Clari

Fivetran

emburse



## ABOUT VARICENT



Varicent is an innovative software provider delivering measurable improvements for customers through their industry-leading incentive compensation and sales performance management solutions. Their team's in-depth understanding of and experience in assisting sales organizations to improve performance and drive profitability, combined with their robust network of best-in-class partners across the globe, enable them to provide solutions to enterprise and mid-market businesses looking to increase sales efficiency and improve effectiveness.

89

TOTAL CUSTOMER REFERENCES

[VIEW ALL REFERENCES](#)

## FEATURED TESTIMONIALS

*“Varicent offered everything we needed: a simple tool for creating and managing compensation plans, a powerful engine for calculating commission payments, and a user-friendly interface that provides instant insight and analytics for salespeople and their managers.”*

CHRISTOPHER MURRAY  
FINANCIAL CONTROLLER, LOGICALIS

*“Whether it's adapting plans midyear, integrating with our own workflows, or getting hands on support, the experience has been outstanding. It's built for the complexity of modern compensation teams.”*

RICK BUTLER  
VICE PRESIDENT GLOBAL SALES COMPENSATION,  
SERVICENOW

*“Our calculations are accurate and directly linked to our complex brokerage hierarchy. We made our first payment out of Varicent earlier than we ever had.”*

PAUL FAST  
MANAGER, EXECUTIVE OFFICE BUSINESS  
DEVELOPMENT, WAWANESA INSURANCE

*“Using Varicent has allowed us to spend less time focusing on calculations and more time focusing on results.”*

ANNA DUCKMANN  
ASSISTANT VICE PRESIDENT, CNA INSURANCE

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## ABOUT XACTLY CORPORATION



Xactly Corporation is a market leader in on-demand sales performance management. The company's SPM Suite of products enables sales and finance executives to design, implement, manage, audit and optimize sales compensation management programs easily and affordably. Xactly's solutions automate the process of aggregating data from disparate systems into a secure, hosted repository, and enable companies to leverage this business data, which is the lifeblood of sales performance management. Xactly helps companies improve operational performance, optimize sales effectiveness,...

**229**

TOTAL CUSTOMER REFERENCES

**VIEW ALL  
REFERENCES**

## FEATURED TESTIMONIALS

“When we first started our search we were looking for a tool that would help us easily automate our compensation. But what we found is that Xactly Incent has features and functionality that we didn't even know we needed until now. In that respect, it has been a terrific investment for Splunk that will pay substantial and persistent dividends in increased sales performance and operational efficiency, no matter how fast and far we continue to grow.”

JONATHAN JUNG  
DIRECTOR OF SALES OPERATIONS, SPLUNK

“Xactly Express allows InsideView to alter compensation at the speed of business and drive maximum value from our compensation programs. The system has delivered huge returns and given me back countless days each month that can be invested back into other strategic initiatives.”

LISA BAILEY  
VICE PRESIDENT OF OPERATIONS, INSIDEVIEW

“Instead of spending time tactically calculating compensation plans and sending out reports, we are able to be more strategic in our analysis in order to optimize and maximize incentives.”

ROGER KOPFMANN  
SR. FINANCIAL ANALYST, COUPA SOFTWARE

“With Xactly, we can add different plans, we can track things easily, we can compensate in different methodologies, and we can get all of that information through to Salesforce CRM.”

TYLER SLOAT  
CFO, ZUORA

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**2026  
SALES  
COMPENSATION  
SOFTWARE**

**TOP PERFORMER**





## ABOUT EVERSTAGE



Everstage is an established leader in sales compensation, trusted by public companies and enterprises worldwide to uplevel their incentive program and boost profitable growth. Rated as #1 Sales compensation management software, Everstage helps businesses scale their sales compensation management with automation, transparency, and advanced analytics. Everstage serves revenue operations, finance, and sales teams of enterprises including Gray Television, Diligent, Trimble and Progress by streamlining commission workflows and integrating seamlessly with CRM, ERP, and HR...

67

TOTAL CUSTOMER REFERENCES

[VIEW ALL REFERENCES](#)

## FEATURED TESTIMONIALS

*“I like to see what the breakdown is of my commissions on Everstage. It shows you how much you get paid specific to your base commission, how much is your quarterly accelerator, multi-year accelerator and more instead of just one lump sum.”*

GRAHAM LEMAN  
STRATEGIC ACCOUNT EXECUTIVE, POSTMAN

*“We were on Xactly that needed an external consultant to update, which was extremely expensive, time-consuming, and just difficult since I had no control over it. There was very little availability for improving things for the end users.”*

ANGELINA CHIESA  
SALES & INCENTIVES COMPENSATION MANAGER,  
CHAMBERLAIN GROUP

*“Partnering with Everstage has been amazing! Their focus on providing a complete tool that gets the job done and meets our requirements of end to end visibility and ownership of the entire process has been outstanding.”*

DAVID LEVANON  
SENIOR DIRECTOR, REVENUE OPERATIONS, CHARGESEE

*“Everstage gave us the structure we needed. We consolidated everything—commission plans, approvals, queries—into one system, which made the entire process easier to manage and scale.”*

EYAL TSOUR  
SVP OF FINANCE, MOMENTUS TECHNOLOGIES

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**Bennie**



**HackerRank**

**Diligent**





## ABOUT FORMA.AI



Forma.ai end-to-end platform uses AI-powered logic and prediction engines to orchestrate sales performance. This fundamentally unique approach is the unifying power across Automation and Prediction products.

**21**

TOTAL CUSTOMER REFERENCES

[VIEW ALL REFERENCES](#)

## FEATURED TESTIMONIALS

“Forma.ai saved us after a year of significant sales compensation challenges. The first projection and plan that we implemented with Forma.ai led to our best quarter ever — it was a total turnaround.”

RYAN HAGEDORN  
CHIEF OPERATING OFFICER, EDMENTUM

“Sales results and commission tracking with real-time data and clean visualizations. Forma.ai makes it quick and easy to implement plan changes.”

SENIOR FINANCIAL ANALYST  
OPENTABLE

“Forma AI has significantly cut down the time and resources required for processing the Residential team's commissions.”

DARRIOUS DUFFIN  
SENIOR FINANCIAL ANALYST, RITTER COMMUNICATIONS

“Forma.ai is resetting what's possible in Sales Performance Management and Incentive Compensation.”

PHIL BOYER  
PARTNER, CROSSLINK CAPITAL

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HARRY ROSEN





## ABOUT PERFORMIO

# Performio®

Performio has been offering sales performance management software for businesses looking to automate their sales compensation calculations and provide increased transparency to their sales reps. Used by companies such as Johnson & Johnson and Vodafone, Performio is a new breed of sales compensation software that combines the enterprise-grade functionality you need with the ease of use you've come to expect from modern software applications. Since its inception, they've saved more than 500,000 administrative hours and calculated more than a billion dollars in commissions...

**55**

TOTAL CUSTOMER REFERENCES

**VIEW ALL  
REFERENCES**

## FEATURED TESTIMONIALS

“One of the biggest selling points was that Performio was more flexible. They were willing to grow their product to suit our needs. They were very responsive to changes and things we needed tweaked. So far we've built over 500 comp plans in Performio.”

MICHAEL VAN HORN  
DIRECTOR OF REGIONAL BUSINESS MANAGER, NEXSTAR MEDIA GROUP

“The software has cut down on my workload, significantly reducing the week-long process previously spent in Excel.”

LESLIE HATFIELD  
MANAGER BENEFIT ACCOUNTING, UBER FREIGHT

“Spreadsheets are always prone to error. Performio gives us far greater confidence that we are paying correctly.”

JOHN MOCK  
CHIEF FINANCIAL OFFICER, LIFESEARCH

“With Performio we have reduced the time spent calculating commissions by half.”

GREG MROFCZA  
FINANCE MANAGER, TELECOMMUNICATIONS, COEO

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**FUJIFILM**

globalpayments



contentful

-chargepoint+



## ABOUT QCOMMISSION



QCommission is a powerful, flexible sales commission software. It calculates your salespeople's compensation accurately and reduces errors related to spreadsheets and manual methods. It allows you to calculate commissions as soon as the commission period is over and saves a lot of time. It can communicate calculated commissions in a detailed and clear manner. QCommission allows the compensation administrator to establish payees, products, customers, plans, incentives, quotas, payment frequency, etc. in the system. It allows the establishment of crediting and calculation rules for various incentives. It helps to enter or import performance transactions...

**132**

TOTAL CUSTOMER REFERENCES

**VIEW ALL  
REFERENCES**

## FEATURED TESTIMONIALS

“Qcommission tool is a GREAT add-on to SFDC and Financial Force. We moved to this commission systems early in 2020 and with the help of the development team we were able to create an end to end solution. Now the sales team can enter a closed won opportunity into SFDC then follow that order commission calculation from open to paid in Qcommission. One of the big pain points for any sales team is visibility and this systems solves that issue. Well done!”

ERIC NICKOLAS  
CONTROLLER, GRAY MATTER SYSTEMS

“Before QCommission, we were calculating commissions by hand. This [QCommission] automates the process and makes everything really simple and straightforward. For the price, it's been a great decision for our company and I would definitely recommend it to other businesses. The support has always been fantastic as well.”

KIM WALKER  
OFFICE MANAGER, DAVISSON GOLF, INC.

“With QCommission I am able to calculate and communicate with my mortgage agents' commissions very easily. QCommission found calculation problems the first time around and saved me money. I'm just tickled pink with this program; QCommission has already paid for itself and more.”

DENNIS LOOSLI  
PRESIDENT, COMMUNITY LENDER, STEARNS LENDING

“Easy to use for admin and sales. The reports are fantastic. The statements are user friendly. The most intelligent support team, always professional and knowledgeable.”

RENOWNED CARRIER COMPANY

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Julius Bär





## ABOUT QUOTAPATH



QuotaPath is a growth enablement engine designed to fuel high-performing revenue organizations. The shortest path to maximize your quota attainment. Their vision is to create a connected community that aligns high performing individual contributors and teams together. Their company name reflects the idea that reaching your goals is all about the journey rather than the destination.

**104** TOTAL CUSTOMER REFERENCES

[VIEW ALL REFERENCES](#)

## FEATURED TESTIMONIALS

*“Salespeople should know how much they are going to earn. It should be visible and transparent and save them the hassle of trying to self-calculate their commissions.”*

BEN STAVELEY  
VP OF SALES & MARKETING, TRIBE DYNAMICS

*“If you’re burnt out on spreadsheets and tired of explaining Excel formulas to reps, QuotaPath is your go-to. The upfront time you invest will pay off in spades.”*

DAVID THAI  
REVOPS TEAM LEAD, AUGURY

*“With the scale and transparency that you get, it doesn’t make sense not to use QuotaPath.”*

NANCY MCBEE  
VP OF FINANCE, SEEKOUT

*“The ROI from the time savings is abundantly clear, many times over.”*

JAMES HALL  
EXECUTIVE VICE PRESIDENT OF REVENUE, GAPPIFY

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ABOUT XOXODAY



Xoxoday offers business software products to solve problems around employee rewards and recognition, channel sales incentives and consumer promotions. The software products are used by HR leaders, channel managers and brand marketers across 700+ global companies to engage their employees, channel partners and consumers.

**160**

TOTAL CUSTOMER REFERENCES

**VIEW ALL REFERENCES**

**FEATURED TESTIMONIALS**

“Xoxoday has been very responsive so far, be it resolving an urgent contingency or any requirement. Its APIs were very responsive with 100% uptime. Their support team has also been very transparent, cooperative, and understanding when resolving issues and were very flexible. The overall panel experience has been excellent, and we are planning to expand our business with them.”

RAVI GAUR  
REGIONAL PANEL LEADER, NIELSEN

“Compass allowed us to communicate with our employees much more efficiently by giving them visibility into commission earnings, answering queries, and resolving disputes under a single tab. Our sales team was able to focus on closing more deals rather than worrying about commission errors.”

DIRECTOR OF SALES OPERATIONS  
PEPSICO INDIA

“We highly recommend Loyalife. Its scalability, seamless integration, intuitive interface, and advanced analytics make it an excellent choice for banks aiming to strengthen customer loyalty and optimize operational efficiency.”

RAVIN RATNASEKARA  
MANAGER, COMMERCIAL BANK OF CEYLON

“Xoxoday Plum helped us automate the rewards fulfillment for the survey campaign, thus saving time and expenses. The overall response rates to the instant gift cards have been great.”

BRIAN D. OTTUM  
CUSTOMER INSIGHTS & ANALYTICS CONSULTANT,  
OTTUM RESEARCH & CONSULTING

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**2026  
SALES  
COMPENSATION  
SOFTWARE**

**RISING STAR**





ABOUT BLITZ



Blitz Increase performance by implementing the best sales commission tracking software. It allows you to automate your compensation process and achieve better performance in your sales teams by letting them know every step in the commission calculation process. Having Blitz in your company will encourage more sales and business growth.

12

TOTAL CUSTOMER REFERENCES

[VIEW ALL REFERENCES](#)

**FEATURED TESTIMONIALS**

“Our recognition to the Blitz team, who worked on the implementation of the Bancolombia project, where the second release of commissions of 2022 was executed, generating bonuses for a total of 13,000 employees, achieving a result of 100% correct calculations, identifying 20 errors in the customer data sources inputs. Thank you for elevating the quality of our product and team.”

BANCOLOMBIA

“Blitz has been very useful for the administration, execution, calculation, and payment of variable remunerations being dynamic and integral. In previous systems, the implementation of new rules or functionalities required a lot of time which impacted the effectiveness and efficiency of the payment to the sales force.”

EDUARDO PINEDA  
COMMISSION PAYMENT LEADER, PROFUTURO GROUP

“Blitz made our lives very easy while adding excitement, motivation and drive to the sales team.”

JORDAN BIRNBAUM  
DIRECTOR OF SALES, TRANSITSCREEN

“Blitz helps increase sales team morale and productivity.”

JIM KONECSNI  
CONTROLLER, SIGNPATICO

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## ABOUT INCENTIVES SOLUTIONS



Incentives Solutions develops and delivers best-of-breed, flexible and comprehensive sales performance measurement and incentive pay enabling systems that increase employee motivation and output, while significantly decreasing administrative inefficiencies and IT costs associated with compensation and incentive payouts. Incentives Solutions has become a leading vendor for holistic measurement and reward systems that produce outstanding value with low TCO (Total Cost of Ownership) and high ROI. Incentives Solutions' customers include medium and large enterprises and a wide spectrum of global organizations within various...

**27**

TOTAL CUSTOMER REFERENCES

**VIEW ALL  
REFERENCES**

## FEATURED TESTIMONIALS

“The system offers new and innovative capabilities for building incentive models for sales agencies across the country, defining sales targets for all points of sales, for different products, with full integration. The system enables the planning and monitoring, with full transparency, together with the council partners, using channels such as the internet and mobile. The system integrates...”

ELI BEN SIMON  
CHIEF INFORMATION OFFICER, THE COUNCIL OF  
SPORTS BETTING (TOTO)

“The new system allows us to delve deeper and increase engagement of our employees in their sales and service processes; in addition, we can create excellency processes through significant use of the competition features and the Go JOOPY mobile application. We are experiencing a significant increase in the use of the system by the salespeople and employees, and we have no doubt that these processes will...”

YEHUDA DAVID  
DIRECTOR OF FP&A, CARASSO MOTORS

“The system has definitely proven itself. The system has contributed significantly in increasing the motivation and performance of its “clients” in Customer Service and Sales and helped increasing the level of control and supervision at the Accounting Department. Since its deployment, Incentives Solutions is a provider and contributor to AIG's growth and development.”

LEVIT  
COO AND VP IT, AIG

“JOOPY provides a complete solution to the needs of springs using the latest technologies. It reflects employees in real-time their performance and expected payments, increases the competitiveness among employees and thus contributes significantly to improving their performance, and accordingly – to improving the service provided to our customers.”

RONEN WOLF  
CHIEF OPERATING OFFICER, NEVIOT

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**NEVIOT+**



**ELVALTEL**

**CheckmarX**

