

CASE STUDY

Commission Pay That Runs Itself

How Range Point Transportation Returned 100+ Management Hours a Year

Range Point Transportation · A large, fast-growing freight brokerage

CUSTOM AUTOMATION BUILD · 2 MONTHS

THE CHALLENGE

Range Point Transportation (RPT) moves over 3,000 freight loads per month and pays its 21 sales reps commission on each load. Before the build, senior management calculated every commission pay cycle in Excel manually. Each rep's plan carried its own rules for split loads, different departmental rules, and tier step-ups, and the work took 10 hours of management time per month. Every new hire added even more complexity.

OUR APPROACH

We took over the process end to end, from the weekly load report to the pay statement in each rep's inbox. We started from the spreadsheet management already used and wrote every rule in every rep's plan as code, including split loads, department rules, and tier step-ups. Before the engine ran a live cycle, we back-tested it against three months of past payouts. We built it to stop and ask management whenever a load doesn't fit a rule, so it never guesses at someone's pay.

Range Point plans to grow its sales team by 50% over the next six months. Each new rep is one intake form, so the commission run stays at 30 minutes a month as the team grows.

THE RESULTS

100+

Management hours saved per year, from 10 hours a month to 30 minutes

21

Reps paid automatically

3,000

Loads calculated monthly

0

Errors in back-testing

“This process was becoming a growing pain. Now it’s completely off my plate for far less than making an additional hire.”

CEO, RANGE POINT TRANSPORTATION, ON THE COMMISSION REPORTS

WHAT WE BUILT

- **Commission engine:** plan rules as code, with an exception check that stops and asks instead of guessing
- **Department accounts:** monthly pool calculations, reconciled to the cent
- **Exception email:** one short table to management, answered in a line
- **Payroll file:** the Excel output finance uses to run payroll
- **Rep pay statements:** a branded PDF with the pay date and period totals, emailed to each rep
- **New rep setup:** one form adds a rep to the ledger with the right plan and start month

WHERE THIS APPLIES

The same pattern runs through most businesses that move physical goods and pay people on what moves: freight, equipment rental, trades, and building materials. When a senior person owns a spreadsheet process like this one, we take over the whole process, rules, exceptions, and outputs included, for less than the cost of hiring someone to run it.

WHAT'S NEXT

The next phase puts the numbers in front of the sales reps. A management dashboard will show commissions, deductions, and month-over-month trends, including loads shipped but not yet invoiced. A rep portal will let each salesperson log in and see earnings to date and progress toward the next tier.