



Performio empowering Fujifilm with trusted compensation and clear visibility since 2009

FUJIFILM

Value from Innovation

SALES COMP CHALLENGES



Operational complexity and dependency



Legacy system limitations



Limited visibility at scale

“

It just gives us more visibility, especially on large data sets. Day-to-day stuff, I think it's pretty cool. I think Performio is what makes me successful doing my job.”

Graham Mahoney

Commission Business Analyst @ FUJIFILM
Business Innovation AU (FBAU)

About FujiFilm

Fujifilm empowers businesses through digital transformation, offering consulting, process automation, document management software, and secure printing services. The company has partnered with Performio since 2009 to support its printing and software sales teams across Australia.

The challenge

Before Performio, Fujifilm managed highly complex incentive programs with limited system flexibility and visibility:

- High volumes of adjustments, as many orders could not be updated in Aurora, a legacy invoicing system, requiring manual imports and overrides.
- Limited in-browser visibility into large datasets, forcing admins to rely heavily on Excel. As the team notes, “it just gives us more visibility, especially on large data sets.”
- Frequent changes to targets and pay plans that required careful handling and ongoing support.
- A highly customized, SQL-heavy setup that needed expert guidance to maintain and evolve.

Manufacturing

Sydney, Australia

125+ payees

The solution

Performio provides a centralized, flexible incentive platform tailored to Fujifilm's needs:

- Incentives are calculated for approximately 120 sales participants using daily data feeds from Aurora.
- Dashboards and graphs give managers and sales reps clear, real-time insight into pay and performance.
- Managers can see all their teams' outcomes, with monthly and yearly graphs for themselves and their teams.
- The admin directly manages overrides, targets, manual imports, and plan updates.

“
The whole time I've been working with Performio, the support's been fantastic.”

Graham Mahoney
Commission Business Analyst @ FUJIFILM Business Innovation AU (FBAU)

The results

Performio has become an essential part of Fujifilm's sales operations:

- High adoption: Most managers and 70%+ of reps log in monthly; some log in daily.
- Clear visibility: Dashboards and graphs show reports, pay, and performance at a glance.
- Positive onboarding: New hires are “pleasantly surprised” by the level of access and insight.
- Reliable support: Fujifilm describes Performio's ongoing support as “fantastic.”

“
When we do onboard new people, a lot of them are very pleasantly surprised that they have access to solution like Performio.”

Graham Mahoney
Commission Business Analyst @ FUJIFILM Business Innovation AU (FBAU)

About Performio

Performio is the last Incentive Compensation Management (ICM) software you'll ever need. It allows you to manage incentive compensation complexity and change over the long run by combining a structured plan builder and flexible data management, with a partner who will make you a customer for life. Performio's product is used by large global enterprises and growing mid-market companies across multiple industries worldwide. Performio's feature-rich cloud application enables enterprises to automate their sales compensation calculations, provide increased transparency to their sales reps, and adapt to changing market conditions with confidence.

Discover how Performio can help you drive performance.

Book a demo

performio.co