

OUTSIDE SALES REPRESENTATIVE COMPENSATION MODEL

Outside Sales Representative			
Salary	\$ 65,000		
Variable	\$ 73,000	OTE	\$ 138,000
	\$ -		\$ -

Annual Targets	Target 1 (eg. Growth)	Payout	Target 1 (eg. New Business)	Payout	Quarterly Bonus	Total
Outside Sales Representative	\$300,000	\$3,000	\$1,000,000	\$30,000	\$40,000	\$73,000

Growth					
	Outside Sales Representative	Monthly Target	Commission %	Monthly Commission	Annual Commission
TARGET	80%	\$20,000	0.50%	\$100	\$1,200
	90%	\$22,500	0.75%	\$169	\$2,025
	100%	\$25,000	1.00%	\$250	\$3,000
	110%	\$27,500	1.25%	\$344	\$4,125
	120%	\$30,000	1.50%	\$450	\$5,400
	140%	\$35,000	2.00%	\$700	\$8,400

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New Business					
	Outside Sales Representative	Monthly Target	Commission %	Monthly Commission	Annual Commission
TARGET	80%	66,667	1.00%	\$667	\$8,000
	90%	75,000	2.00%	\$1,500	\$18,000
	100%	83,333	3.00%	\$2,500	\$30,000
	110%	91,667	3.50%	\$3,208	\$38,500
	120%	100,000	4.00%	\$4,000	\$48,000
	140%	116,667	5.00%	\$5,833	\$70,000

Quarterly Bonus					
	Senior Account Executive	Target (eg. Gross Profit)	Multiplier	Quarterly Payout	Annual Commissions
TARGET	Tier 1	\$40,000 - \$49,999	0.15	\$6,000	\$24,000
	Tier 2	\$50,000 - \$59,999	0.2	\$10,000	\$40,000
	Tier 3	\$60,000 - \$69,000	0.25	\$15,000	\$60,000
	Tier 4	\$70,000+	0.3	\$21,000	\$84,000