

## Outbound Excellence

### Outbound Account Manager – New Hire - Compensation Plan 2008

For the first year of employment as an Account Manager at Outbound Excellence, the sales compensation plan includes a base salary and an incentive / retention bonus to reward desired performance.

**Base Salary:** \$24,000.00 (USD)

**Bonus Potential:** \$10,000.00 (USD)

#### Bonus Plan

The Account Managers is responsible for tracking their sales and submitting this information to their Sales Manager, Training Manager and Director on a monthly and quarterly basis.

#### The Bonus Is Paid Quarterly Based On The Following Criteria:

**Quarter 1:** Complete the objectives as outlined in the new hire Sales Development Plan, including passing all training examinations, and demonstrating strong lead qualification abilities. Earn up to \$1000.

**Quarter 2:** Complete the objectives as outline in the new hire Sales Development Plan, generate \$10k in gross margin dollars and complete one buy. Earn up to \$3000

**Quarter 3:** Complete the objectives as outlined in the new hire Sales Development Plan, generate \$15k in gross margin dollars and complete two buys. Earn up to \$3000

**Quarter 4:** Complete the objectives as outlined in the new hire Sales Development Plan and generate \$25k in gross margin dollars and complete two buys. Earn up to \$3000.

#### The Payout Distribution For Quarters 2-4 Is As Follows:

66% for margin dollar achievement\*  
17% for completion of the buy  
17% for completion of the career ladder

#### \*Payout Plan For Margin Dollar Achievement:

<u>% of Goal</u>	<u>% of Bonus Paid</u>
80-89.9%	25
90	30
91	37
92	44
93	51
94	58
95	66
96	73
97	80
98	87
99	94
100	100

Notes:

1. All bonus payments are at the discretion of the Director of Sales. Factors such as attendance, attitude, and overall effort may be taken into account. / 2. Any Account Manager that terminates from Outbound Excellence with or without cause is not eligible to receive any incentive / retention bonus payout for that period.