

Executive Sales Division
Commission Plan For:

Vice President – Outbound Sales
Effective: _____

Summary

This plan is comprised of Net Revenue, Net Margin, Account Executive (AE) growth, increase in buying accounts and talk time components. These objectives apply to division performance. For purposes of this commission plan, revenue consists of total Net Shipped Sales (Gross Sales less Returned Sales), margin consists of total Gross Margin (Net Shipped Sales less COGS including COG returned), Account Executive growth is net of terminations of employees hired subsequent to _____ and the other bonus categories are self-explanatory.

Bonus Pool Achievement Levels

This plan provides for a monthly bonus base of \$2,500 based on 100% achievement of both plan objectives. This achievement is based on the overall goal for the Outbound Division. Each plan objective will be measured against the following achievement levels and 90% of each individual goal must be achieved in order for bonus to be earned and paid

Revenue Component – 30%

The net revenue component is 30% of the total bonus base. Net revenue goals to be based of budget unless otherwise adjusted in writing by the Vice President of Sales and the Chief Financial Officer.

Margin Component – 40%

The net margin dollar component is 40% of the total bonus base. Margin goals to be based on budget unless otherwise adjusted in writing by the Vice President of Sales.

Account Executive Growth – 10%

The Account Executive Growth component is eight (8) AE's net per month. The net total is based on employees that have terminated subsequent to 6/1/98-hire date.

Increase in Buying Accounts – 10%

The goal for the Increase in Buying Accounts by team will be determined by the Vice President of Outbound Sales and approved by the Vice President of Sales.

Talk Time – 10%

The goal for Talk Time by team will be determined by the Vice President of Outbound Sales and approved by the Vice President of Sales.

APPROVED

V.P. of Sales

Date

V.P. of Finance

Date