## Sales Recruiter Bonus Structure

## Effective Date: _____

The recruiter bonus will consist of three components. (Total bonus potential - $1,500)

1. **NET NUMBER OF HIRES**.

A monthly goal for inbound and outbound hires will be set and the $ value of the bonus will be weighted by the importance (volume) of each department. Maximum bonus is $500 per month and there will be 3 levels of payment based on percentage of goal achieved. Weight of importance for both inbound and outbound each will determine the dollar amount.

Example: Inbound need = 40 Outbound need = 8

The weight will be 60% of bonus for inbound and 40% for outbound.

Therefore:

If inbound goal is 90% achieved = 60% of 300 = $180
If inbound goal is 100% achieved = 80% of 240 = $300
If inbound goal is 110% or more = 100% of $300

If outbound goal is 90% achieved = 60% of 200 = $120
If outbound goal is 100% achieved = 80% of 200 = $160
If outbound goal is 110% or more = 100% of 200

**Goal is net hires after turnover*

**2. PERFORMANCE OF NEW HIRES.**

$500 of the bonus will be paid on the performance (profit margin dollars) of new outbound hires, compared to outbound ramp up goals in their first three months.

If new outbound hires achieve 100% of goal = 60% bonus achieved
If new outbound hires achieve 125% of goal = 80% bonus achieved
If new outbound hires achieve 150% of goal = 100% bonus achieved

**3. COST PER HIRE RELATING TO OUTBOUND SALES**

The remaining $500 of the monthly bonus will be paid by keeping sales recruiting costs below the budget of $28,000 per month.

The sales recruiter qualifies for this bonus only if the number of hires is achieved 100%.
The recruiter will then receive 5% of every dollar under the budget up the maximum bonus of $500.

*Please note that Education/Government reps will be included in the inbound and outbound monthly hiring goals depending on the need. (i.e. Education/Government has both inbound and outbound representatives.)*

*Quarterly "Catch-up" Clause:
Any bonus missed for any specific month can be gained back by achieving the percentage over target missed for the quarter.

_____ _____ _____ _____
President Date Chief Financial Officer Date

Copyright 2008 by Outbound Excellence, Inc. * All rights reserved. No part of this document may be reproduced or utilized in any form or by any means, electronic or mechanical, including photocopying, recording, or by any information storage or retrieval system, without permission in writing from the publisher. For further information call Outbound Excellence at 1-877-337-2674.