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**20XX Sales Compensation Plan**

**NAME**

Your 20XX compensation will be comprised of five elements; 1) Base Salary, 2) Commissions, 3) Quarterly Objectives, 4) Quota Achievement Bonus. 5) Stretch Bonus

On an annual basis, at 100% of quota, your cash compensation is *projected* to be as follows:

|  |  |
| --- | --- |
| **Base Salary** | **$85,000** |
| **Estimated Commissions from Sales** | **$55,800** |
| **Quarterly Bonus at 100% of Objectives Achieved** | **$10,000** |
| **Quota Achievement Bonus** | **$17,500** |
| **Partner Sales Bonus** | **$10,000** |
| **Total Projected Cash Compensation** |  **$178,300** |

### Base Salary

Your base salary for 20XX is **$85,000.** This amount will be paid to you bi-monthly in accordance with the Company’s payroll policies and procedures. Base compensation is paid for proper management of your assigned region and accounts including reporting on your activities in salesforce.com as required by the CEO.

### Quota

Your quota for CY 20XX will be **$3,500,000.** Quota credit will be accrued using the sale price paid by each customer in your assigned region and accounts.

### Commissions

Commissions will be paid to you for all eligible sales of Majestic Medical Solutions products and services in your assigned accounts.  Eligible sales include equipment, service contracts, and related services. All orders that qualify for commission must include binding documentation from the customer.

### How Commission is Calculated

Commission earned will be calculated on the gross profit (sales price – cost) resulting from a sale. Commission rate will be determined using the table on the addendum attached.

**How Commission is Paid**

Commissions payments will be paid no later than the last pay period of the month following receipt of payment from the customer for products and services purchased.

###  Quarterly Objectives Bonus

The purpose of the quarterly objective bonus is to attach financial incentive to meeting quarterly operational objectives. Quarterly bonus payments will be determined based on percentage of assigned objectives achieved and will be paid on the month following the end of each calendar quarter.

|  |  |
| --- | --- |
| **Quarterly Objectives** | **Bonus Amount** |
| **Q1 2022** | **$ 2,500** |
| **Q2 2022** | **$ 2,500** |
| **Q3 2022** | **$ 2,500** |
| **Q4 2022** | **$ 2,500** |
| **Total at 100% Achievement** | **$10,000** |

**Partner Sales Bonus**

The purpose of the Partner Sales Bonus is to emphasize the importance of achieving a desired level of partner sales in a calendar year. *At 100% achievement of the goals detailed in the table below, the Partner Sales Bonus payment will be $10,000.*  Actual payment will be determined based on percentage of assigned goals achieved in 2022 and will be paid on the month following the end of the 2022 calendar year.

|  |  |
| --- | --- |
| **Partner** | **2022 Sales Goal** |
| **Partner 1** | **$ 2,500,000** |
| **Partner 2** | **$ 1,000,000** |
| **Other Partners** | **$ 1,000.000** |

### Quota Achievement Bonus

The purpose of the quota achievement bonus is to emphasize the importance of performing to plan. The quota achievement bonus will be paid as follows:

|  |  |
| --- | --- |
| **% 2022 Quota Achieved** | **Bonus Amount** |
| **50% of Quota** | **$ 2,500** |
| **75% of Quota** | **$ 2,500** |
| **90% of Quota** | **$ 5,000** |
| **100% of Quota** | **$ 7,500** |
| **Total Quota Bonus at 100% of Quota** | **$17,500** |

### Stretch Goal Compensation

The purpose of Stretch Goal Compensation is to provide an attractive monetary reward for achieving 125% of quota.

Once you have achieved 125% of CY 2022 quota - $4,375,000 in sales – you will receive a Stretch Goal Bonus that will be calculated by matching the commissions earned on sales closed between $3,500,00 and $4,375,000 in annual sales achieved.

**Failure to Achieve an Acceptable Level of Bookings**

In the event that you do not achieve 80% of the stated 20XX bookings quota, you may be placed on a Corrective Action Plan.

### Compensation Plan Terms and Conditions

* This compensation plan is not a guarantee of employment and not a promise of amounts you will earn.
* Split commissions may be employed to fairly compensate cooperation between sales team members depending on the effort and results obtained in the sales process.
* Sales regions and assigned accounts are defined and assigned by the CEO and may be subject to change. In the event your region or accounts are changed during the year, you will continue to earn 100% commissions on sales forecasted in Salesforce.com that close within 120 days following the date of the change in your region and as approved by the VP Sales in your prior region.
* You must be a full-time employee of COMPANY to earn commissions.
* While unlikely, CEO reserves the right to change this plan during the year in response to market conditions and unexpected events.
* This plan becomes effective upon the signatures of both parties.

### Rep CEO

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### Date Date