

Dear Isabel,

As per the signed offer letter, I would like to review my commission structure. I enjoy working here and appreciate the opportunity to serve the company, as well as all of our clients here at BodyBrite in Baton Rouge. I am exactly what this location needed. Now that Jessica is gone, it is a good time to review my compensation. I will be able to handle this job working full time by myself. I think that for the sake of stability, we can work together to find a part-time esthetician. I am willing and ready to be the management and head esthetician of the Baton Rouge location of BodyBrite.

My proposed commission structure:

- \$19 hourly pay while working as Head Esthetician and Managing BodyBrite-Baton Rouge
- \$25 for each Smooth and Glow membership sold (40% of \$59.95)
- \$40 for each Smooth and Glow Plus membership sold (40% of \$99.95)
- 15% on all product sales
- 5% on all package sales

Currently, I make 40% commission on Smooth and Glow initial sign up cost. However, I only make 25% commission on Smooth and Glow Plus initial sign up cost. We would both benefit from the proposed 40% commission on both membership sales. For starters, I would have a higher incentive to sell the most expensive membership and the company will make more money long-term.

A 5% increase on product sales will be a great incentive, especially as we introduce Image Skincare products to BodyBrite-Baton Rouge.

Making a small percentage of package sales gives the incentive to sell packages to those whom a membership is not the best fit for their lifestyle.

Thank you for your attention on this matter. I am willing to work with you to accommodate my request along with what is best for BodyBrite-Baton Rouge.

Ciara Shakespaere