

Sales Department - Commission Structure

SALES COMMISSION STRUCTURE 2024

1. Base Commission Rates

- New customer acquisition: 10% of contract value - Existing customer upsell: 7% of additional revenue
- Renewal deals: 5% of renewal value - Referral bonus: \$500 per qualified lead that converts

2. Performance Tiers

- Bronze (0-80% of quota): Standard commission rates - Silver (80-100% of quota): 1.2x commission multiplier - Gold (100-120% of quota): 1.5x commission multiplier - Platinum (120%+ of quota): 2x commission multiplier + \$5,000 bonus

3. Payment Schedule

- Commissions calculated monthly - Paid on the 15th of following month - Annual bonus paid in January for previous year performance

4. Quarterly Targets

- Q1: \$250,000 revenue target - Q2: \$300,000 revenue target - Q3: \$275,000 revenue target - Q4: \$350,000 revenue target

Sales Manager: sales.manager@company.com