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Dear

Your compensation for this year is , which is inclusive with the base salary of representing 70% of compensation and Commissions for an additional 30%.

In addition to this, you will have the potential to earn performance bonus pay of , resulting in an OTE of annually.

A part of this performance pay will be paid to you on a monthly basis and the remainder on closure of each quarter, subject to company, unit and individuals achieving their targets.

Warm regards and best wishes,

**Human Resources Department**