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Action Plan:

- To have right sales team to support rapid growth
- To analyze current sales compensation and quota structure
- To motivate employees to work hard

998

\# of employees

100K

Avg Base Pay
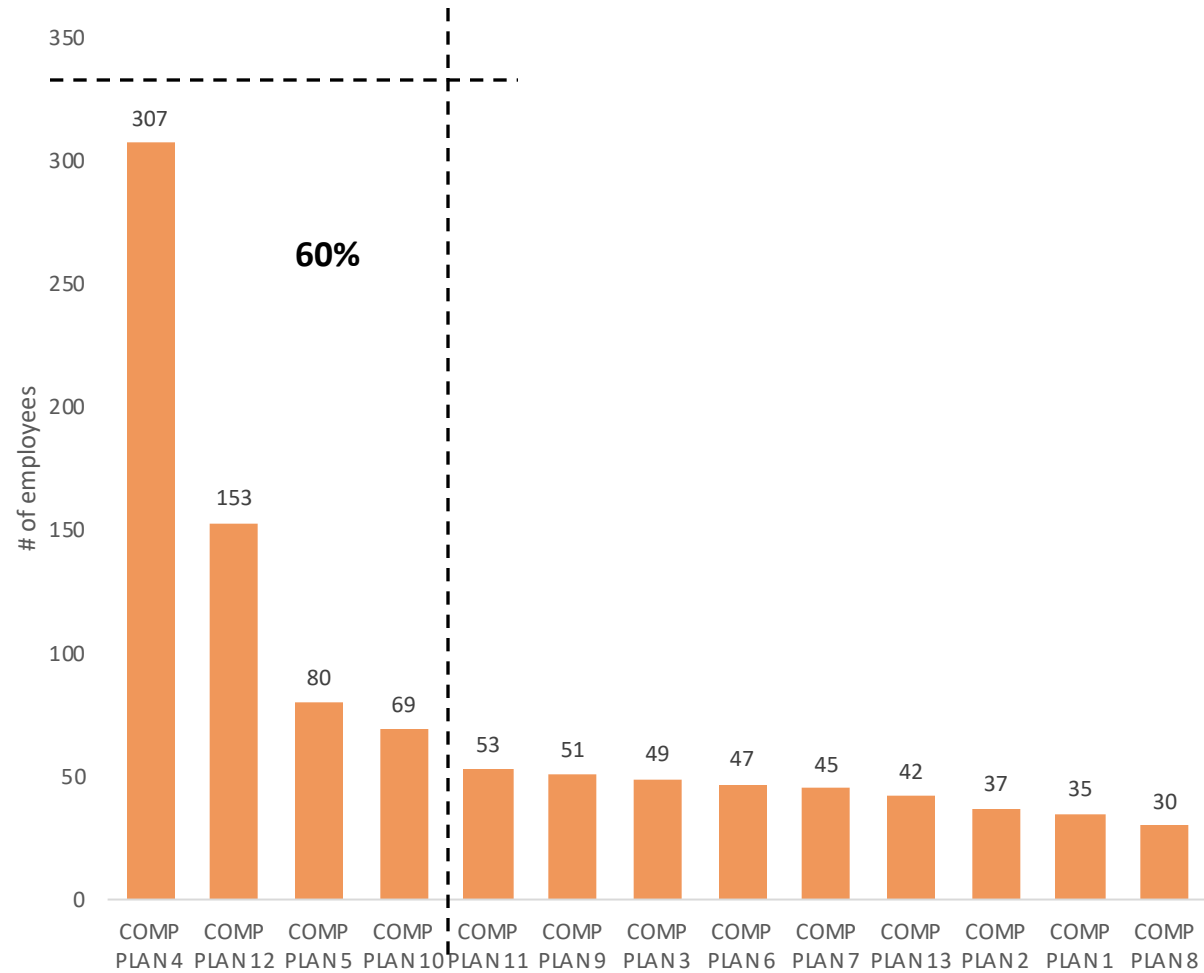
40%

Employees are paid more than average total pay

88%

Employees are from USA
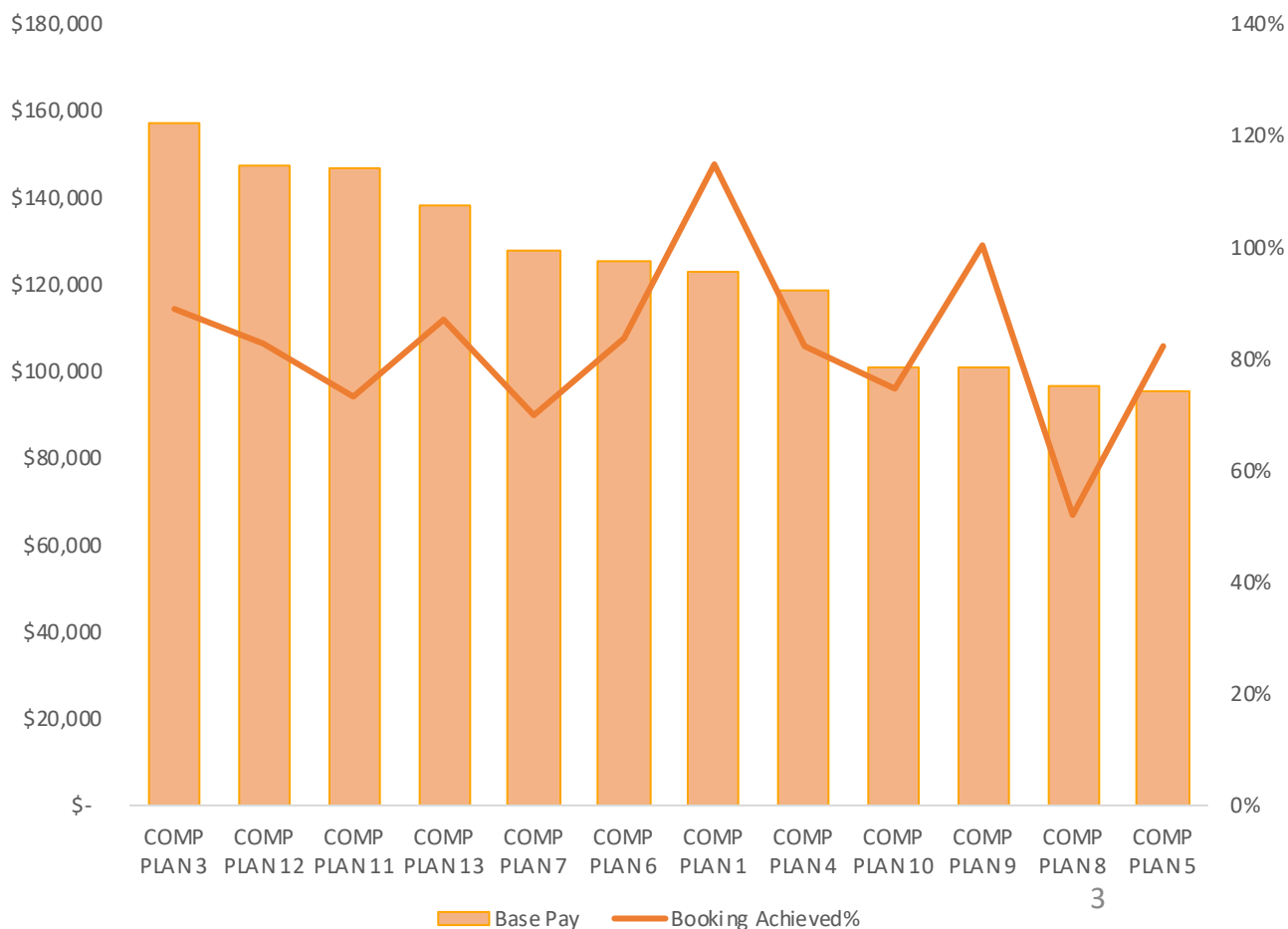
Sourced from: Cloudflare

Compensation Plan Analysis

60% of the employee population lie in Comp Plan 4, 12, 5, 10

Employees in plan 1 and 9 have overachieved their quota whereas in plan 3, 11, 12 they have underperformed
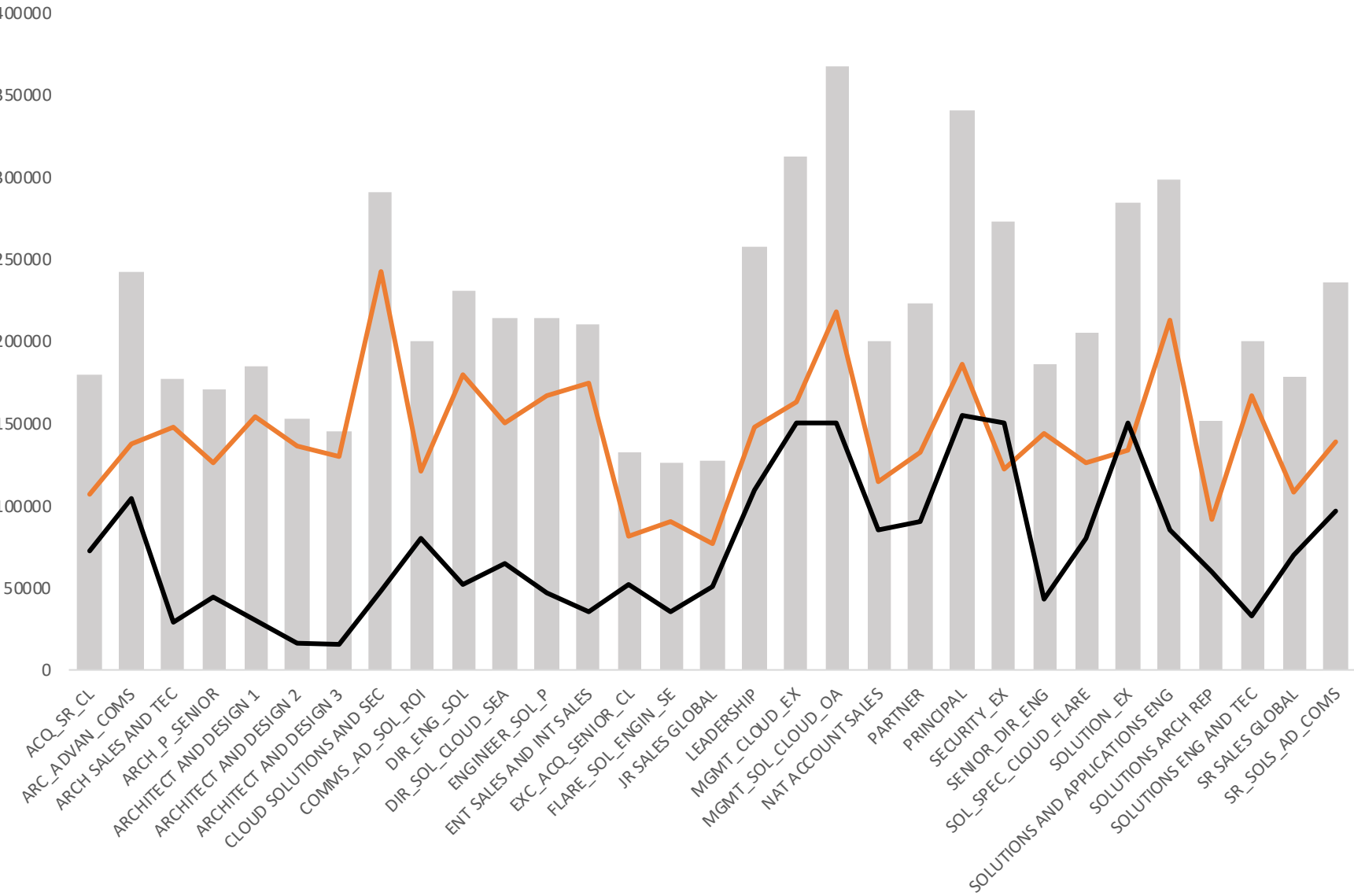
Sourced from: Cloudflare

Performance Analysis

Approximately 70% of total employees do not meet their target and as seen in the graph below that some are being underpaid according to their performance.

Sourced from: Cloudflare
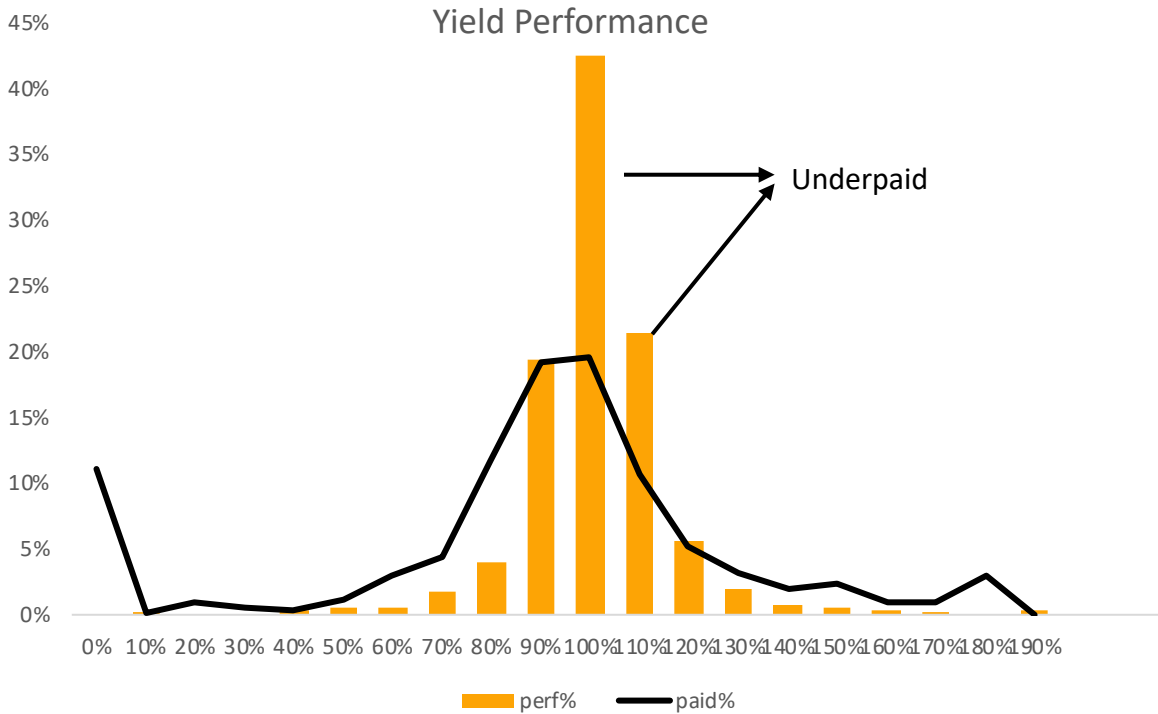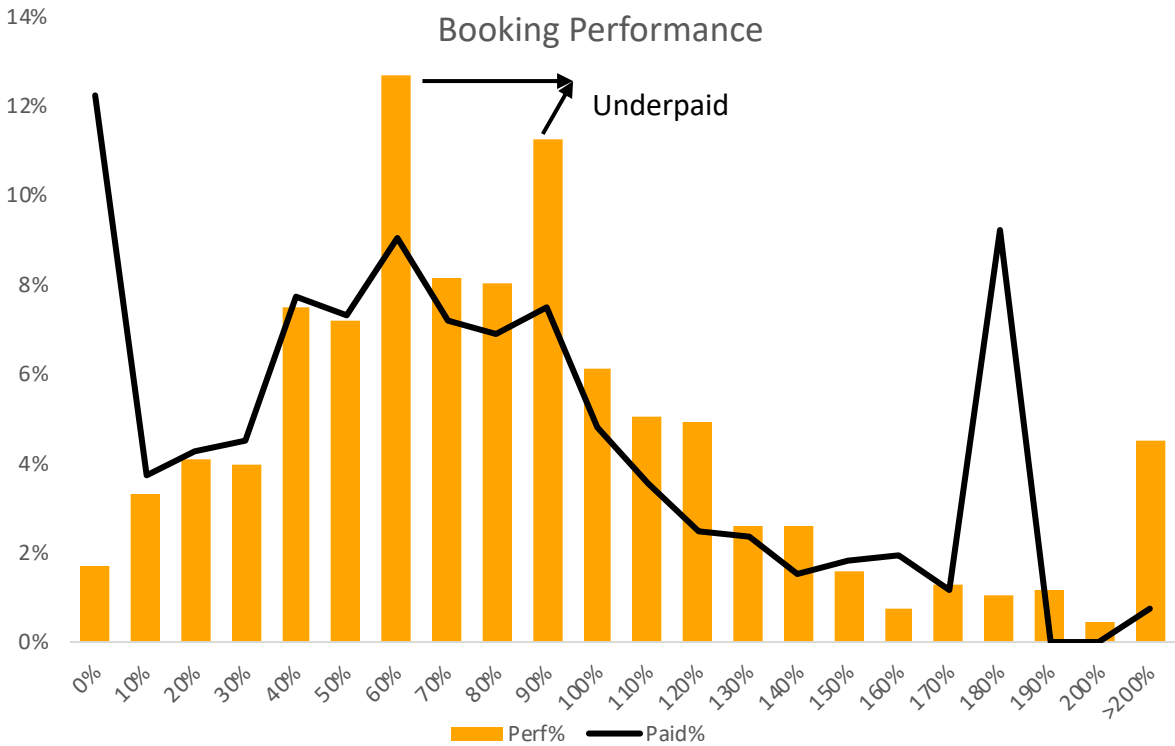
Pay Analysis by Job Title

50%

Of the employees are paid above average base pay

35%

Of total base salary comprises of sales followed by architect and design at 25%

355

# of employees have job title Senior Sales Global

Sourced from: Cloudflare