

Smart Touch Wireless LLC Commission Plan

This document serves to certify that as a Sales Advocate for Smart Touch Wireless, your compensation structure as of the below time frame is as follows:

	Tier 1	Tier 2	Tier 3	Tier 4
Accessory Revenue	\$500.00	\$750.00	\$1,000.00	\$1,750.00
30,40	\$1.00	\$1.00	\$1.00	\$1.00
55	\$2.00	\$3.00	\$5.00	\$10.00
60	\$4.00	\$6.00	\$10.00	\$15.00
Upgrade	\$3.00	\$5.00	\$7.00	\$10.00
Cricket Protect	\$0.50	\$0.75	\$1.00	\$2.00
Accessory	10%	10%	10%	10%
APO \$60+	0.50%	1.00%	2.50%	5.00%
max 50%	\$25	\$25	\$25	\$25

Deductions:

To receive the full commission payout, the following criteria MUST be met:

100% accessory attachment rate
40% Protect, 30% Autopay, 50% max

Failure to meet the above criteria will result in a lowered commission payout. The impact is outlined below.

Metric	Impact
AP < 30%	-5% of total commission
CP < 40%	-5% of total commission
max < 30%	-5% of total commission

Any employee who has a customer that changes their plan within 31 days of activating their service will be paid according to the new plan the customer has.

e.g. Customer activates on the 60 Unlimited More plan. After completing the sale and within 31 days, the customer changes the plan to the 55 Unlimited Core. If the employee was on tier 4, they will receive a \$5 commission deduction according to the chart above that will be applied to their next commission check

Commission will be forfeited in the case of repeated deviation of the above expectations as well as, resignation without 2 weeks notice and termination from Smart Touch Wireless.

We appreciate all our employees' continued effort and cooperation, please feel free to contact hr@smarttouchwireless.com with any questions or concerns.

Thank You,

Management.