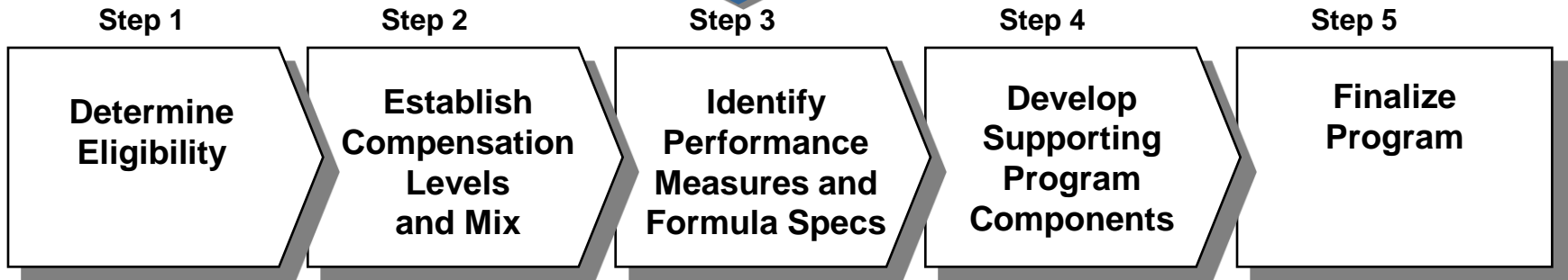
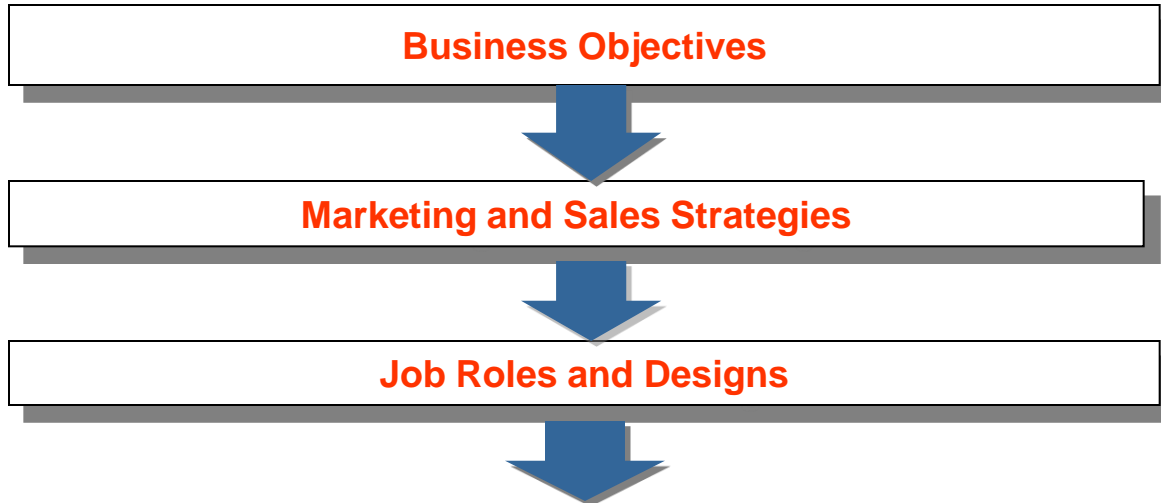


Sales Compensation Plan Design Process



- Compensation Philosophy
- Job Content
- Roles

- Internally Equitable
- Competitive with Market
- Right Mix and Upside

- Measurability/ Accountability
- Commission/ Bonus
- Type, Mechanics
- Modifiers (limits, draws, payout period)

- Quota Setting
- Crediting Rules

- Costing
- Documentation
- Communication
- Roll-Out