

# COMPENSATION PLAN

Name:

Position:

Date:

Goals and Commission Overview	Weekly Goal	Monthly Goal	Annual Goal
Participation in Spa Bonus Percentage			1%
Service Treatment Commission Injectables			3%
Commission on Retail Sales			10%
Employee Product Discount			50%
Service Goals	\$ 25,000.00	\$ 100,000.00	\$ 1,200,000.00
Retail Sales Goals	\$ 6,250.00	\$ 25,000.00	\$ 300,000.00
Monthly Services Totals	\$ 100,000.00	\$ 125,000.00	\$ 150,000.00
Monthly Commission at 3%	\$ 3,000.00	\$ 3,750.00	\$ 4,500.00
Annual Commission at 3%	\$ 36,000.00	\$ 45,000.00	\$ 54,000.00

Monthly Retail Sales	Comm %	Monthly Commission	Annual Commission
\$ 10,000.00	10%	\$ 1,000.00	\$ 12,000.00
\$ 25,000.00	10%	\$ 2,500.00	\$ 30,000.00
\$ 35,000.00	10%	\$ 3,500.00	\$ 42,000.00

Pay Analysis	
Hourly Base Pay	\$35.00
Hours Per Week	40
Monthly Base Wages	\$ 6,066.67
Annual Base Pay	\$72,800.00

Package Analysis	Monthly	Annually
Hourly Base at 40 Hours Per Week	\$ 6,066.67	\$72,800.00
Participation in Spa Bonus	Estimated \$ 100.00	\$ 1,200.00
Commission on Injectables	Estimated \$ 3,000.00	\$ 36,000.00
Commission on Retail Sales	Estimated \$ 1,000.00	\$ 12,000.00
Employee Benefits	Ins, 401, TBD \$ 300.00	\$ 3,600.00
Annual Surgical Benefit		\$ 10,000.00
Paid Time Off Days	10 Days	\$ 1,600.00
Retail Product Discount	50%	
Free Product Annual Budget		\$ 1,000.00
Other		
Total Compensation Value		\$138,200.00
Hourly Average Pay		\$ 66.44

Industry Benchmarks	Annual Earnings	6X Productivity Goal	Mo Min Sales Threshold
Produce 6 times your pay	\$ 138,200.00	\$ 829,200.00	\$ 69,100.00

Employee Signature:

Manager Signature:

Date: