

# COMPENSATION PLAN

Name:

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Position:

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Date:

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Goals and Commission Overview	Weekly Goal	Monthly Goal	Annual Goal
Participation in Spa Bonus Percentage			1%
Service Treatment Commission Laser/Aesthetics			3%
Commission on Retail Sales			10%
Employee Product Discount			50%
Service Goals	\$ 12,500.00	\$ 50,000.00	\$ 600,000.00
Retail Sales Goals	\$ 3,125.00	\$ 12,500.00	\$ 150,000.00

<b>Monthly Services Totals</b>	<b>\$ 50,000.00</b>	<b>\$ 75,000.00</b>	<b>\$ 100,000.00</b>
Monthly Commission at 3%	\$ 1,500.00	\$ 2,250.00	\$ 3,000.00
Annual Commission at 3%	\$ 18,000.00	\$ 27,000.00	\$ 36,000.00

Monthly Retail Sales	Comm %	Monthly Commission	Annual Commission
\$ 7,500.00	10%	\$ 750.00	\$ 9,000.00
\$ 12,500.00	10%	\$ 1,250.00	\$ 15,000.00
\$ 15,000.00	10%	\$ 1,500.00	\$ 18,000.00

## Pay Analysis

<b>Hourly Base Pay</b>	\$20.00
Hours Per Week	40
Monthly Base Wages	\$ 3,466.67
Annual Base Pay	\$41,600.00

## Package Analysis

		Monthly	Annually
Hourly Base at 40 Hours Per Week		\$ 3,466.67	\$41,600.00
Participation in Spa Bonus	Estimated	\$ 100.00	\$ 1,200.00
Commission on Aesth & Laser	Estimated	\$ 1,500.00	\$ 18,000.00
Commission on Retail Sales	Estimated	\$ 750.00	\$ 9,000.00
Employee Benefits	Ins, 401, TBD	\$ 300.00	\$ 3,600.00
Annual Surgical Benefit			\$ 7,500.00
Paid Time Off Days	10 Days		\$ 1,600.00
Retail Product Discount	50%		
Free Product Annual Budget			\$ 500.00
Other			
<b>Total Compensation Value</b>			<b>\$83,000.00</b>
Hourly Average Pay			\$ 39.90

Industry Benchmarks	Annual Earnings	4X Productivity Goal	Mo Min Sales Threshold
Produce 4 times your pay	\$ 83,000.00	\$ 332,000.00	\$ 27,666.67

Employee Signature:

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Manager Signature:

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Date:

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