

# Employee Choice Commission Structure

## Personal Sales Agent

Sales Agents are paid monthly commissions based on how many total employees they have on the program. **PEPM** = Per Employee Per Month.

\$10 PEPM	–	1-500 Employees
\$15 PEPM	–	501-2,500 Employees
\$20 PEPM	–	2,501-5,000 Employees
\$25 PEPM	–	5,001-25,000 Employees
\$30 PEPM	–	25,001 + Employees

## Referral Partner

If the Sales Agent feels like they need some help getting to the decision maker of a company, they may decide to seek the help of a Referral Partner. A Referral Partner may be an employee of the company you are trying to do business with or just a friend or acquaintance who may know a key decision maker. You may have many Referral Partners and a different Referral Partner for each account. If you decide to use a Referral Partner, the company will pay them directly and this pay will be deducted from the Sales Agent's commission for that account each month. For example, an agent who is at the \$10 level, the Sales Agent will receive \$8 PEPM (\$10 - \$2 Referral Agent Compensation = \$8 to the Sales Agent)

\$2 PEPM	–	1-500 Employees
\$3 PEPM	–	501-1,000 Employees
\$4 PEPM	–	1,001-2500 Employees
\$5 PEPM	–	2,501+ Employees