

ROI Network - Jr Agent Pay Schedule

RELATIONSHIP OF PARTIES:

Each Jr Agent works as an Independent 1099 Contractor and is responsible for their own Federal and State income taxes.

COMMISSION STRUCTURE:

Commission paid on each sale is based on the Down Payment collected from the customer. Down Payments required to activate a customer range from \$195 - \$295.

*Commissions to be paid weekly one week after week of the Paid Sale

Example: Deals from week ending 2/10/20 to be paid 2/21/20

*Post Dated Sales are considered payable when full Down Payment is processed

*Bonuses earned will be listed on your weekly Jr. Agent Tracker

Weekly Total DP Collected	Base Commission per Sale
\$0-\$1999	30%
\$2000+	35%

WEEKLY DRAW REQUIREMENTS:

In the event that JR Agent commission does not exceed \$300 for a given week, there is a \$300 WEEKLY DRAW that can be earned, but is not guaranteed. To earn the \$300 Draw, JR Agents are required to meet the following metrics approved by management:

- **Ready status on Xencall must exceed 85% of time logged in**
- **Completed minimum 36 hour work week**
- **Minimum of 50 transfers using full company supplied script**
- **Minimum of 5 verified sales**

WEEKLY SHIFT SCHEDULE:

A full weekly commitment from each JR Agent is expected unless otherwise approved by management and is as follows:

- **9:40 am EST - Morning Roll Call**
- **10 am to 7pm EST Monday through Thursday (1 Hour Lunch Break : 2pm-3pm EST)**
- **10 am to 3pm EST on Friday (NO LUNCH HOUR)**

LUNCH & BREAKS:

Lunch hour is 2PM to 3PM EST and NO LUNCH HOUR ON FRIDAY. We ask that you limit your breaks to NO MORE THAN 2 or 3, 10 to 15 minutes breaks only during your shift, NOT TO EXCEED 30 Minutes on each DAILY SHIFT.

TIME, FREQUENCY AND METHOD OF PAY:

Each Jr. Agents will be paid each week by direct deposit only on the following Friday for the previous week's time and/or fully collected commissioned sales from the previous week.

Jr. Agent Initials: _____

LOGGED IN ON XENCALL AND SLACK:

We ask each Jr. Agent to login into XENCALL 10 to 15 minutes each day prior to their shift on Prep Work and to begin dialing ON READY at 10AM Est.

We ask each agent to log on to SLACK 10 to 15 minutes before their shift with all notifications set to on for the entire shift for Important Announcements, Production Reports and any Management Communications.

ATTENDANCE, REPRESENTATION AND TERMINATION:

Each Jr Agent is required to provide notice to management prior to their shift for loss of time scheduled and or to leave during their scheduled shift. Logging in Late, No Call No Show (NCNS) or Missing In Action (MIA) can result in loss of pay and/or commission. Poor Attendance and Misrepresentation of the Auto Defender program can also result in loss of pay and/or commission and possible termination. Immediate termination or a resignation without a 2 week notice by either Management or the Jr Agent can also result in automatic loss of pay or forfeiture of any and all current or future commissions.

SCRIPT COMPLIANCE:

We require that all Jr. Agents read the company supplied Jr. Sales Agent script and Jr. Agent Rebuttals verbatim for compliance purposes. Any variation from the script can result in misrepresenting the company, which is grounds for immediate termination. **Additionally, not delivering the full company supplied script disqualifies you from earning a weekly draw or any bonuses.**

Certification: I certify that I have read, understand and agree to the above outlined ROI Network Pay Schedule to work as an Independent 1099 Contractor for the ROI Network.

JR Agent's Full Printed Name

Signature

Today's Date